



# GLENN COUNTY BOARD OF SUPERVISORS

Willows Memorial Hall, 2<sup>nd</sup> Floor  
525 West Sycamore Street, Suite B1  
Willows, CA 95988

Grant Carmon, District 1  
Paul Barr, District 2  
Thomas Arnold, District 3  
Keith Corum, District 4  
Vacant, District 5

Date: July 12, 2022

To: Paul Moize, President Peace Officers Association  
[pmoize@countyofglenn.net](mailto:pmoize@countyofglenn.net)

From: Thomas J. Arnold, Chairman, Board of Supervisors

Re: Entry and Retention Bonus for Newly Hired Sheriff's Correctional Deputies

Thank you for meeting with our County Negotiating Team to discuss the terms of the proposed side letter regarding hiring/retention bonuses for newly hired Sheriff's Correctional Deputies and a salary range increase for the classification of Sheriff's Correctional Deputies. We understand the membership vote did not support the terms of the side letter.

At this time, we have allocations for fifteen funded Sheriff's Correctional Deputy positions, and currently there are four vacancies. As Members of the Board of Supervisors we jointly agree that it is in the best interest of the County to move forward with the hiring/retention bonuses for newly hired Sheriff's Correctional Deputies and salary increases for the Sheriff's Correctional Deputies from range 354 to range 366.

Please provide this information to the members of the Peace Officers Association.

A handwritten signature in blue ink, appearing to read "T. Arnold", is written over a horizontal line.

Thomas J. Arnold, Chairman  
Glenn County Board of Supervisors

**SIDE LETTER AGREEMENT  
BETWEEN THE  
COUNTY OF GLENN (COUNTY) AND  
THE GLENN COUNTY PEACE OFFICERS' ASSOCIATION (POA)**

**ENTRY AND RETENTION BONUS AND REVISED SALARY RANGES FOR  
SHERIFF'S CORRECTIONAL DEPUTY POSITIONS**

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA), this Side Letter Agreement is entered into on May 17, 2022 between the County of Glenn (County) and the Glenn County Peace Officers Association (POA) as an amendment to the Memorandum of Understanding (MOU). The parties have previously entered into a Side Letter Agreement covering the period from October 1, 2020 through September 30, 2023 (the MOU Side Letter). The Glenn County Peace Officers Association and the County are collectively referred to herein as the "Parties."

It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral and/or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by Glenn County Peace Officers Association in the 2020-2023 MOU and MOU Side Letter shall remain in full force and effect.

The parties have met and conferred in good faith in accordance with the Meyers-Milias-Brown Act concerning the terms and conditions of this Side Letter Agreement and its implementation and agree to the following:

1. It is understood that the Glenn County Sheriff's Office has experienced difficulty with recruitment and retention of Correctional Deputies. This Side Letter Agreement is intended to improve competitiveness and retention. As such, effective May 1, 2022, the County and the Peace Officers Association agree that:

A. The revised salary range for Correctional Deputies (Job Code 5133001) in the Glenn County Sheriff's Office will be range 366 (step A - \$23.45, step B - 24.62, Step C - 25.86, step D - \$27.15, step E - \$28.51). This change shall continue to be effective after the expiration of this Side Letter Agreement.

B. Correctional Deputies (new hires) hired by the Glenn County Sheriff's Office between the dates of May 1, 2022 and October 31, 2023, shall be eligible for a non-pensionable Retention Incentive Bonus of up to \$10,000 to be paid in four (4) installments upon successful completion of the following benchmarks:

- i. \$4,000.00 with their first paycheck;
- ii. \$2,000.00 with their first paycheck following successful completion of the County's Field Training program;

iii. \$2,000.00 with their first paycheck following completion of one full year of service as a Correctional Deputy with the Glenn County Sheriff's Office; and,

iv. \$2,000.00 with their first paycheck following completion of 18 months as a Correctional Deputy with the Glenn County Sheriff's Office.

C. Correctional Deputies (lateral hires) who have at least one year experience as a Correctional Deputy with Glenn County or the equivalent elsewhere and successful completion of the STC Correctional Officer Core Course, hired by the Glenn County Sheriff's Office, between the dates of May 1, 2022 and October 31, 2023, shall be eligible for a non-pensionable Retention Incentive Bonus of up to \$20,000 to be paid in four (4) installments upon successful completion of the following benchmarks:

i. \$8,000.00 with their first paycheck;

ii. \$4,000.00 with their first paycheck following successful completion of the County's Field Training program;

iii. \$4,000.00 with their first paycheck following completion of one full year of service as a Correctional Deputy with the Glenn County Sheriff's Office; and,

iv. \$4,000.00 with their first paycheck following completion of 18 months as a Correctional Deputy with the Glenn County Sheriff's Office.

2. The non-pensionable Retention Incentive Bonus portion of this Side Letter Agreement shall remain in effect only during the duration of the Side Letter Agreement which shall be from May 1, 2022 through October 31, 2023, after which it shall no longer be effective or available.

3. Any amendments or modifications to this Side Letter Agreement shall be effective only if in writing, signed and dated by both parties.

4. In order to be eligible for the non-pensionable Retention Incentive Bonus, the employee must sign and agree to the terms and conditions contained in the Retention Incentive Bonus Agreement and shall not have been employed as a Correctional Deputy with the Glenn County Sheriff's Office within six months of the date of hire.

Signed and dated as follows:

For the Union

For the County of Glenn

\_\_\_\_\_  
Signature                      Date

\_\_\_\_\_  
Signature                      Date

\_\_\_\_\_  
Signature                      Date

\_\_\_\_\_  
Signature                      Date

Approved as to Form:

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William J. Vanasek, County Counsel