



GLENN COUNTY PERSONNEL DEPARTMENT

Linda Durrer, Personnel Director
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COUNTY CONTRACT
18702

GLENN COUNTY DEPUTY SHERIFF'S ASSOCIATION PACKAGE SETTLEMENT PROPOSAL 6/8/17

If accepted, the Glenn County Chief Labor Negotiator, Linda Durrer agrees to recommend ratification of this package proposal to the Glenn County Board of Supervisor's.

The County of Glenn submits to the Deputy Sheriff's Association this package proposal, which is being offered as a single proposal. The proposal is submitted with the understanding that it is a tentative proposal made in an effort to reach an agreement on all issues. As a package proposal, each item in the proposal is conditioned upon acceptance of this proposal in its entirety.

Effective July 1, 2017

1. Term: July 1, 2017 through September 30, 2020
2. Salary Increase:
 - 10% effective the first full period following ratification of this agreement (July 2, 2017).
 - 5% effective 26 pay periods following ratification
 - 5% effective 52 pay periods following ratification
3. SDI – The County proposes a transition from Symetra (Short-Term Disability) to SDI (State Disability Insurance). Once all bargaining units are in agreement with the transition, the County proposes a 1% salary increase to defray the cost of the employee contribution for State Disability.

Article 2.05 MOU language to be replaced with:


Effective as soon as the California Employment Development Department (EDD) approves the County of Glenn into its program, the employees in this bargaining unit will transition into California's State Disability Insurance program (SDI). Each

employee shall pay for the SDI plan through payroll deductions and will be eligible for SDI and PFL benefits as determined by the EDD's procedures. During the transition to SDI, the County will continue to provide the current voluntary short term disability insurance program until such time as employees in the bargaining unit have established a base period with SDI and become eligible for benefits. Once an employee is eligible for benefits as determined by the procedures of the State of California, the County shall augment the amount of SDI/PFL benefits being received by an employee. Such augmentation shall be sufficient to provide eligible employees with a gross bi-weekly benefit salary equal to the employee's normal bi-weekly salary. The augmentation to SDI/PFL shall be made from the employee's sick leave, vacation and comp time leave balance, in that order, until exhausted. Notwithstanding anything to the contrary, each employee absent from work and receiving SDI/PFL benefits shall be required to utilize accrued leave balances.

4. Medical Insurance – Agree to discuss medical plan options at County's request during term.
5. Opt Out: Eliminate Opt Out for all employees of this bargaining unit effective the first full pay period following ratification of this agreement.
6. Agree to implement a "step down" retiree medical benefit for employees hired after ratification modeled on the Shasta County program without the 401 (a) deferred compensation match.

This agreement is executed this 27th day of June, 2017 by the following authorized representatives.

FOR THE COUNTY OF GLENN



Keith Corum, Chairman of the Board

FOR DSA



Jason Holley, President