



COUNTY OF GLENN  
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## NON-REPRESENTED EMPLOYEES' SUMMARY OF BENEFITS

- HOLIDAYS:** *13 paid holidays per year.* An employee must be employed the last working day before, and the first working day after, the holiday in order to receive holiday compensation. Employees on leave without pay shall not accrue holiday benefits.
- VACATION:** *88 hours (approximately eleven working days) per year during the first two years of service; 128 hours (approximately sixteen working days) per year during years 3 through 12; 168 hours (approximately twenty-one working days per year) after twelve complete years of service.*
- SICK LEAVE:** *96 hours (approximately twelve working days) per year of paid sick leave.*
- LONGEVITY:** Service is based on employment with Glenn County. The County shall provide a longevity differential above the employee's base rate of pay for those employees represented by this unit as follows: after 10 full years of service 5%, after 15 full years of service 6%, after 20 full years of service 7%.
- BEREAVEMENT LEAVE:** *40 hours with pay for each instance for immediate family members. Immediate family includes spouse, child, stepchild, stepparent, parent, grandparent, parent-in-law, brother-in-law, sister-in-law, brother or sister.*
- HEALTH PLAN:** Glenn County contracts with *PERS* for medical insurance. The employee has a choice of four *PERS* medical insurance plans; 1 HMO and 3 PPOs. The County pays a portion of the medical insurance premium based on the carrier and amount of the total premium.
- VISION PLAN:** The County pays the employee premium for a vision plan with *Medical Eye Services (MES)*. The employee may enroll dependents at the employee's expense minus the employee only cost.
- DENTAL PLAN:** The County pays the employee premium for dental. The non-represented employees are offered a choice of two voluntary dental insurance plans; Delta Dental (PPO) Plan and DeltaCare (HMO) Plan. The employee may enroll dependents at the employee's expense.
- DEFERRED**
- COMPENSATION:** The County offers three IRC § 457 voluntary Deferred Compensation Plans (tax deferred long-term savings plans): *Voya, Nationwide and Edward Jones.*
- SHORT TERM DISABILITY:** The County coordinates with State Disability Insurance for regular employees.
- LIFE INSURANCE:** The County pays the premium on a *\$50,000 Term Life* Insurance policy for regular County employees. The employee pays the premium for optional life insurance.
- RETIREMENT:** The County is in the *California Public Employees' Retirement System (PERS)* which is coordinated with Social Security. Unused accrued sick leave can be converted to service credit at retirement.