



COUNTY OF GLENN

PERSONNEL DEPARTMENT

Linda Durrer

Personnel Director

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DEPARTMENT HEAD SUMMARY OF BENEFITS

HOLIDAYS: *13 paid holidays per year and an additional twenty four hours of Holiday Leave. 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: *Any combined completed years of service for State of California, or California Local (City or County) Government will be used to determine vacation accruals. 88 hours (approximately 11 working days) per year during the first two years of service; 128 hours (approximately 16 working days) per year during years 3 through 12; 168 hours (approximately 21 working days) per year after 12 years of service; and 208 hours (approximately 5 weeks) per year after 19 full years of service.*

ANNUAL LEAVE: *80 hours of annual leave shall be credited for all FLSA Exempt employees.*

SICK LEAVE: *96 hours (approximately twelve working days) per year of paid sick leave.*

LONGEVITY: *Any combined completed years of service for State of California, or California Local (City or County) Government will be used to calculate the date of eligibility for longevity pay. After 12 full years of service the County shall provide a 6% differential above the base salary and another 1% after 20 full years of service.*

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 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.*

DENTAL PLAN: *The County pays the employee premium for dental. Department Heads are offered a choice of two voluntary dental insurance plans; UNUM Dental Maintenance Plan and Guardian Dental Plan. The Department Head 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 Short Term Disability Insurance for Department Heads and regular employees.

LIFE INSURANCE:

The County pays the premium on a *\$50,000 Term Life* Insurance policy for regular County Department Heads. The Department Head 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.