



COUNTY OF GLENN
PERSONNEL DEPARTMENT

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GLENN COUNTY GENERAL UNIT
EMPLOYEE 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:** 88 hours (approximately 11 working days) per year during the first 2 years of service; 128 hours (approximately 16 working days) per year during years 3 through 12; 168 hours (approximately 21 working days) per year during years 13 through 19; 208 hours (approximately 26 working days) per year after 20 full years of service.
- SICK LEAVE:** 96 hours (approximately twelve working days) per year of paid sick leave.
- BEREAVEMENT LEAVE:** 40 hours with pay for each instance for immediate family members. Immediate family includes spouse, child, stepchild, grandchild, stepparent, parent, grandparent, parent-in-law, grandparent-in-law, brother-in-law, sister-in-law, brother or sister.
- 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 1%, after 20 full years of service 1%, after 25 full years of service 1% and after 30 full years of service 1% for a total of 9%.
- 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:** GCGU employees are offered a choice of two voluntary dental insurance plans; *Delta Dental (PPO)* and *DeltaCare (HMO) Plan*. The employee pays 100% of the premium through payroll deduction.
- 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** The County coordinates with State Short Term Disability Insurance for regular employees.

DISABILITY:

LIFE INSURANCE: The County pays the premium on a \$10,000 *Term Life* Insurance policy for regular County employees. The employee pays the premium for optional life insurance.

RETIREMENT: The County participates in the *Public Employees' Retirement System (PERS)* which is coordinated with Social Security. The employee is responsible for 100% of the employee's portion. Unused accrued sick leave can be converted to service credit at retirement.

**SUPPLEMENTAL
RETIREMENT** GCGU employees participate in the Laborers' International of North America (Industrial) Pension Fund.

PREMIUM PAY: Premium pay such as shift differential, bilingual, and working-out-of-class pay may be paid depending upon the employee's work assignment and class.

*Benefits are listed for full-time employees; certain benefits are pro-rated for part-time employees.