



COUNTY OF GLENN

PERSONNEL DEPARTMENT

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DEPUTY SHERIFFS’ ASSOCIATION EMPLOYEE SUMMARY OF BENEFITS*

HOLIDAYS: *12 paid holidays per year.* In lieu of the twelve holidays the employee’s base hourly rate is increased by 5% above the approved, published rate for the employee’s step and range. In addition to the 12 paid holidays, employees will also receive 1 floating holiday per year and will be designated as the employee’s birthdate.

VACATION: 80 hours (.0385 hrs. per scheduled hr. in paid status) per year during the first two years of service; 120 hours (.0577 hrs. per scheduled hr. in a paid status) per year during years 3 through 12; 160 hours (.0769 hrs. per scheduled hr. in a paid status) per year during years 13 through 19. 200 hours (.0962 hrs. per scheduled hr. in a paid status) per year after 19 full years of service. This does not include hours received in lieu of 13 paid holidays. Regular employees shall not be entitled to use vacation benefits until they have been employed one full year.

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, stepparent, parent, grandparent, parent-in-law, brother-in-law, sister-in-law, brother, sister or another relative or person residing in the employee’s household.

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% (total 6%), after 20 full years of service 1% (total 7%), after 25 full years of service 1% (total 8%) and after 30 full years of service 1% (total 9%).

HEALTH PLAN: Glenn County contracts with *PERS* for medical insurance. The County pays a percentage of each premium and the employee pays the balance of that premium through payroll deduction.

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.

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

DENTAL PLAN: DSA employees are offered a choice of two voluntary dental insurance plans; *Delta Dental (PPO) Plan 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

DISABILITY: The County coordinates with State Short Term Disability Insurance for regular employees.

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 is in the *Public Employees' Retirement System (PERS)* which is coordinated with Social Security. The employee is responsible for 100% of the employee's portion of the contribution to PERS. The County's contract with PERS provides for "3% @ 50" Supplemental Formula Retirement for Local Safety Members ("3% @ 55" for Local Safety employees hired after January 1, 2012. "2.7% @ 57" for Local Safety employees hired after January 1, 2013). Unused accrued sick leave can be converted to service credit at retirement.

SUPPLEMENTAL

RETIREMENT: DSA employees participate in the Laborers' International of North America (Industrial) Pension Fund.

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

UNIFORM

ALLOWANCE: Uniformed employees are provided a uniform allowance of \$2,000 (two \$1,000 installments) per year to purchase, replace and/or clean uniforms. The first installment will be paid the first pay period in January and the second installment paid the first pay period of July. All newly hired Deputy Sheriff's will receive an additional \$2,000.

Please see the Deputy Sheriffs' Memorandum of Understanding for details.