



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:** *Accruals for regular full-time employees are: 80 hours* (approximately ten working days) per year during the first two years of service; *120 hours* (approximately fifteen working days) per year during years 3 through 12; *160 hours* (approximately twenty working days per year) after twelve complete years of service. *(DSA 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 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 6%, after 20 full years of service 7%, after 25 full years of service 8% and after 30 full years of service 9%.
- HEALTH PLAN:** Glenn County contracts with *PERS* for medical insurance. The employee has a choice of five *PERS* medical insurance plans; 1 HMO and 4 PPOs. 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.
- DENTAL PLAN:** DSA employees are offered a choice of two voluntary dental insurance plans; *PrimeCare Dental Maintenance Plan and Guardian Dental 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 (approx. 9% of earnings after Social Security is deducted). 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 \$832 per year to purchase, replace and/or clean uniforms. This payment is made by adding \$.40 to the employee's base hourly rate.

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