



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. 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 2%, after 20 full years of service 2%, after 25 full years of service 2% and after 30 full years of service 2% for a total of 13%.*

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 EyeMed. 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; Delta Dental (PPO) Plan and DeltaCare (HMO) 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.