



# GLENN COUNTY PERSONNEL DEPARTMENT

*Linda Durrer, Personnel Director*  
525 West Sycamore Street  
Willows, California 95988  
(530) 934-6451 FAX 934-6452  
Email: [lpersonnel@countyofglenn.net](mailto:lpersonnel@countyofglenn.net)  
Website: [www.countyofglenn.net](http://www.countyofglenn.net)



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## SIDE LETTER AGREEMENT BETWEEN THE COUNTY OF GLENN (COUNTY)

AND

### GLENN COUNTY PEACE OFFICERS' ASSOCIATION (POA)

Pursuant to the provisions of the Meyers-Milias-Brown Act, this Side Letter of Agreement is entered into on November 17, 2020, between the County of Glenn (County) and the Glenn County Peace Officers' Association (POA) as an amendment to the Memorandum of Understanding (MOU) covering the term October 1, 2019 through September 30, 2020. It is agreed and understood that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral or written, regarding the matters contained herein. Except as provided herein, all wages, hours, and other terms and conditions of employment presently provided to the affected employees in the MOU shall remain in full force and effect.

The County and the POA have met and conferred in good faith concerning the terms and conditions of this Side Letter Agreement and its implementation and now therefore agree as follows:

1. **Term:** October 1, 2020 through September 30, 2023

2. **Salary Increase:**

Year one - four percent (4%) salary increase for all represented employees effective the first pay period after the Board of Supervisors ratifies the side letter, anticipated date, November 29, 2020.

Year two - two percent (2%) salary increase for all represented employees effective 26 pay periods after the first-year salary increase.

Year three - No negotiated wage increases in the third and final year of the agreement.

### 3. Amend ARTICLE 3.02 - OVERTIME

Overtime shall be work of at least 12 minutes beyond the normally assigned hours. For the purpose of calculating overtime, paid hours shall include only those hours actually worked by the employee, scheduled vacation days, ~~paid sick leave~~, approved compensatory time off, ~~worker's compensation leave~~, and hours actually worked via "call back". All authorized hours worked in excess 40 hours in a 7-day work period shall be overtime.

If, in the judgment of the department, work beyond the normal work day, work week, or work period is required, the department shall notify employees who may be asked to perform such overtime of the apparent need for such overtime as soon as practical prior to when the overtime is expected to begin. Departments shall make every reasonable effort to make overtime opportunities available on an equal basis to employees capable of performing the work.

Overtime hours shall be compensated at one-and-one-half (1-1/2) times the employee's regular rate of pay either in cash or in compensatory time off. Overtime compensation may, at the discretion of the employee be paid with regular wages in the pay period in which it was earned or be credited as Compensatory Time Off (C.T.O.) to a maximum of 100 hours. Employees normally shall be expected to take compensatory time off. Compensatory time off hours may be accrued up to a maximum of 100 C.T.O. hours. All unused hours shall be paid ~~cash at time of separation out quarterly~~.

### 4. Amend ARTICLE 5.03 - UNIFORM ALLOWANCE AND REPLACEMENT COSTS:

Add the following language

~~E. New Hire Uniform Allowance: Newly hired Sheriff's Correctional Officers shall receive a five hundred-dollar (\$500.00) uniform allowance. This benefit would not apply to Correctional Corporals or Correctional Sergeants who are newly promoted from within the classification series.~~

### 5. Amend ARTICLE 4.04 - CATASTROPHIC ILLNESS/INJURY LEAVE PROGRAM

Revise the definition of Catastrophic Illness/Injury

~~"Catastrophic Illness/Injury" is a non-industrial illness/injury of more than fourteen calendar days duration to an employee which presents an undue financial burden on the employee, or is an illness/injury of more than fourteen calendar days duration to an immediate family member of the employee which requires the employee to be present to care for the family member.~~

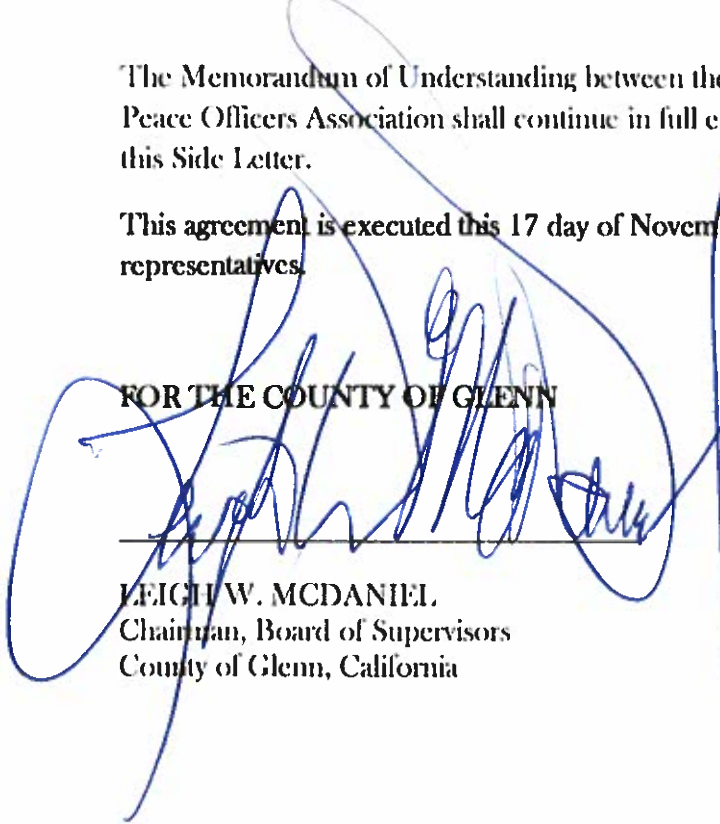
~~"Catastrophic illness or injury" is defined as a serious debilitating illness, injury, impairment, physical or mental condition of the employee or the employee's immediate family member which creates a financial hardship because the employee has exhausted, or~~

will soon exhaust, all available leave credits. Event requires an absence from work for a minimum of ten business days.

The Memorandum of Understanding between the County of Glenn and the Glenn County Peace Officers Association shall continue in full effect, subject to the exceptions noted in this Side Letter.

This agreement is executed this 17 day of November, 2020 by the following authorized representatives.


**FOR THE COUNTY OF GLENN**



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**LEIGH W. MCDANIEL**  
Chairman, Board of Supervisors  
County of Glenn, California

**FOR PEACE OFFICERS ASSOCIATION**



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**CHUCK FLESHER**  
Labor Relations Consultant  
Mastagni, Holstedt A.P.C.