

Gabriel Hydrick
Chief Administrator

Coral Ferrin
Personnel Director



**Personnel &
Risk Management**
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TEHAMA COUNTY

Side Letter of Agreement

Between the County of Tehama and the
Joint Council International Union of Operating Engineers, Local 39

The parties have met and conferred regarding adding the proposed language to Article 27.5 and an agreement has been reached. The language has been modified to include regular employees transitioning to an elected office.

27.5 Upon Public Employees' Retirement System, or Social Security Retirement, **appointment to an elected office in Tehama County, including Assessor, Auditor-Controller, Clerk-Recorder, District Attorney, Sheriff-Coroner, or Treasurer-Tax Collector, or upon the death of an employee:**

- a. The sick leave balance of an employee with less than fifteen (15) continuous years of County service shall be reduced by one hundred seventy-six (176) hours. The employee or the employee's estate shall be entitled to fifty percent (50%) of the value of sick leave remaining, if any;
- b. After fifteen (15) continuous years of County service, the employee or the employee's estate shall be entitled to fifty percent (50%) of the value of the employee's sick leave balance;
- c. Payment due the employee under this Section shall be made in a lump sum if the value of the remaining sick leave as calculated under subsections "a" and "b" above, is equal to or less than two thousand dollars (\$2,000), or in increments of not less than two thousand dollars (\$2,000) per month if the value of the remaining sick leave is greater than two thousand dollars (\$2,000).
- d. An employee due a payout under subsections "a" or "b," above, may elect to have all or part of funds due deposited into the employee's IRC 457 account, if any.
- e. An employee who is reinstated to County service pursuant to the conditions set forth in Section 36 and 37 of this MOU shall be considered to have been continuously employed by the County for purposes of subsections "a" or "b," above, but in order to receive the benefit described in subsections "a" and "b" above, must

still complete fifteen (15) service years with the County as defined by CalPERS.

Agreed, as set forth above:

Coral Ferrin

Coral Ferrin, Personnel Director

6/3/25

Date

Garrett Dickinson

Garrett Dickinson, Local 39 Business Representative

6/5/25

Date

Brandy Johnson

Brandy Johnson, Local 39 Director of Employees

Date

08-04-2025

Date

Tim Eggen

Tim Eggen, Local 39 Business Manager

E-Contract Review
Approval as to Form

Department Name: Personnel

Vendor Name: Joint Counsel

Contract Description: For the purpose of Side Letter

APPROVED AS TO FORM:

A handwritten signature in black ink, appearing to read 'ML'.

Date: 05/13/2025

Office of the Tehama County Counsel
Margaret Long, County Counsel