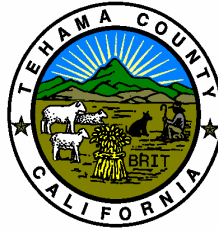


Gabriel Hydrick
Chief Administrator

Coral Ferrin
Personnel Director



TEHAMA COUNTY

**Personnel &
Risk Management**
727 Oak Street, Suite 105
Red Bluff, California 96080
Phone: (530) 527-4183

Side Letter of Agreement

Between the County of Tehama and the
Tehama County Law Enforcement Management Association

The parties have met and conferred regarding adding the proposed language to Article 18.8 and an agreement has been reached. The language has been modified to include employees transitioning from regular employment to an elected office.

18.8 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 twenty (20) 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 the sick leave remaining, if any.
- b. After twenty (20) years of County service and upon Public Employees' Retirement System or Social Security retirement or upon the death of any employee, 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 made under this Section shall be made in a lump sum if the value of the remaining sick leave 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).

Agreed, as set forth above:

Coral Ferrin, Personnel Director

Date

Kevin Hale, LEMA President

Date