



## City of Grass Valley City Council Agenda Action Sheet

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**Title:** Grass Valley Management & Supervisory Professional & Confidential Employees - Unit 1 - Memorandum of Understanding for January 1, 2026 - December 31, 2026

**CEQA:** Not a project

**Recommendation:** Adopt Resolution No. 2026-06 approving the Labor Memorandum of Understanding for an twelve (12) month period beginning January 1, 2026, through December 31, 2026, between the City of Grass Valley and the Grass Valley Management / Supervisory Professional & Confidential Employees Group (Unit 1).

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**Prepared by:** Taylor Whittingslow, Deputy City Manager

**Council Meeting Date:** 03/24/2026

**Date Prepared:** 03/19/2026

**Agenda:** Consent

**Background Information:**

Over the course of the last month the City Manager has been meeting with the representatives of the Grass Valley Management / Supervisory Professional & Confidential Employees Group (Unit 1) to come to an agreement on terms and conditions for an updated Memorandum of Understanding (“MOU”) effective January 1, 2026. As such, the City and Unit 1 have concluded the process and have agreed upon updated terms to the MOU which are now being recommended for City Council approval.

The updated provisions in the MOU and estimated fiscal impacts include the following:

- A 2.0% Cost of Living Increase (COLA) retro to January 1<sup>st</sup>, 2026
- The added language to personal leave include: “After 2 years of City service, credit for prior public service shall be included for the purposes of calculating personal accrual. Maximum accrual under this provision shall not exceed 10 years of total service credit. The employee shall be responsible for providing verification of prior service.”
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**Council Goals/Objectives:** Approval of the negotiated Memorandum of Understanding between the City and Unit 1 executes portions of the work tasks towards achieving /maintaining the Strategic Plan goal to maintain a Productive and Efficient Workforce.

**Fiscal Impact:**

The overall cost for FY 2025/2026 for all funds, for wages, \$9,776.00, FY 2026/2027 (for the 6-month period 07/1/2026 - 12/31/2026), including wages \$9,776.00. The

cost for the term of the agreement, January 1, 2026 - December 31, 2026, for Unit 1 to the General Fund is \$12,470.00, to the Water Fund is \$3,541.00 and to the Sewer Fund is \$3,541.00.

**Funds Available:** Yes

**Account #:** 100 - General Fund

200 - Measure E

**Reviewed by:** \_\_\_ City Manager

500 - Water Fund

510 - Sewer Fund

**Attachments:**

- Resolution No. 2026-06 - Approval of Unit 1 MOU
- Memorandum of Understanding - Unit 1
- Exhibit A to Memorandum of Understanding