



City of Grass Valley City Council Agenda Action Sheet

Title: Approval of modifications of Police Chief, and Fire Chief, Appendix A of their respective employment agreement.

CEQA: Not a project

Recommendation: That Council 1) approve the Amendment No. 1 and amended Appendix A of the Police Chief and Fire Chief Employment Agreements to modify the Retiree Health Plan Benefit, subject to legal review; and 2) authorize the City Manager to execute the Amendments subject to legal review.

Prepared by: Timothy M. Kiser, City Manager

Council Meeting Date: 03/10/2026

Date Prepared: 03/04/2026

Agenda: Consent

Background Information: In order to retain and appropriately compensate the Police Chief and Fire Chief positions, staff is proposing amendments to the existing retiree health benefit to better align with benefits provided to other public safety employee groups. The proposed revisions would increase the minimum service requirement for eligibility from 10 years to more than 20 years and limit the benefit to 50% of the lowest-cost CalPERS medical plan until the retiree becomes eligible for Medicare coverage. These changes create a more sustainable and consistent structure while maintaining a meaningful long-term benefit for key leadership positions.

Maintaining competitive compensation and benefits for executive public safety positions is essential for the City of Grass Valley to attract and retain experienced leadership in an increasingly competitive labor market. The Police Chief and Fire Chief positions play critical roles in ensuring the safety of the community and the effective operation of City services. Retaining qualified and experienced leadership in these roles provides organizational stability, preserves institutional knowledge, and supports consistent implementation of City Council priorities.

Stable and effective leadership within the Police and Fire Departments directly contributes to service reliability, employee development, sound fiscal management, and long-term organizational success. The proposed revisions represent a balanced approach that strengthens long-term sustainability while ensuring the City remains competitive with comparable agencies.

These updates reflect the City's continued commitment to supporting high-quality leadership and maintaining a strong and effective public safety organization that serves the needs of the Grass Valley community.

Council Goals/Objectives: This proposed action executes portions of the work tasks towards achieving / maintaining the Strategic Plan goal to maintain a Productive and Efficient Workforce.

Fiscal Impact: The cost differential savings realized through the underfilling of various management positions will offset the cost of the proposed contract adjustments for the Police Chief, and Fire Chief.

Funds Available: N/A

Account #: General Fund Account 100

Reviewed by: City Manager

Attachments:

- Amendment No. 1 for Agreement for Police Chief
- Amendment No. 1 for Agreement for Fire Chief