

**FIRST AMENDED EMPLOYMENT AGREEMENT BETWEEN
CITY OF GRASS VALLEY AND MARK BUTTRON**

This First Amended Employment Agreement (“Agreement”) is effective as of the 10th day of March 2026 by and between the City of Grass Valley (“City”) and Mark Buttron (“Fire Chief” or “Employee”) (collectively, the “Parties”).

RECITALS

WHEREAS, the City and Employee entered into an Employment Agreement (the “Original Agreement”) for their service in the position of Fire Chief effective 11/25/2025.

WHEREAS, the City Council desires to provide the Employee with modified retiree health plan benefits in recognition of exemplary service to the City, to retain long-serving employees with more than twenty (25) years of service; and

WHEREAS, parties may modify the Agreement upon mutual written agreement.

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth herein the adequacy of which is hereby acknowledged by the PARTIES to be sufficient, the PARTIES agree as follows:

TERMS AND CONDITIONS

1. Remove and replace Item E. of *Appendix A - Compensation and Benefits* related to Life Insurance and Long-Term Disability, EAP, Retiree Health Plan, other Benefits, and Special Provisions section, with the attached *Appendix A – Compensation and Benefits* dated March 10, 2026, reflecting a change in retiree health plan benefits.
2. All other terms, conditions, and provisions of the Original Agreement to the extent not modified by this Agreement, shall remain in full force and effect.

TO EFFECTUATE THIS AGREEMENT, the parties have caused their duly authorized representatives to execute this Agreement on the dates set forth below.

CITY
City of Grass Valley

EMPLOYEE

By: _____
Tim Kiser
City Manager

By: _____
Mark Buttron, Fire Chief

Date: _____

Date: _____

Attest:

By: _____
Taylor Whittingslow
Deputy City Manager

Date: _____

Approved as to form:

By: _____
David Ruderman,
City Attorney

Date: _____