



**City of Grass Valley
City Council
Agenda Action Sheet**

Title: Approval of Memorandum of Understanding Between the City of Grass Valley and Public Safety Management Unit #10

CEQA: Not a project

Recommendation: That the City Council adopt resolution approving the Memorandum of Understanding (MOU) between the City of Grass Valley and the newly established Public Safety Management Unit #10, effective February 15, 2026 through June 30, 2026.

Prepared by: Taylor Whittingslow, Deputy City Manager

Council Meeting Date: 3/10/2026

Date Prepared: 3/5/2026

Agenda: Consent

Background Information: Historically, certain public safety management positions were included in Unit #1 - Management/Supervisory Professional & Confidential Employees. Due to the unique operational, scheduling, and benefit structures associated with public safety personnel, it was determined that separating these positions into a distinct bargaining unit would better address their specific needs and working conditions.

As a result, affected employees formed Public Safety Management Unit #10, which includes supervisory and management personnel within the Police and Fire Departments.

This separation allows the City and the affected employees to address public safety-specific operational issues while maintaining consistency with the City's overall labor relations structure.

The proposed Memorandum of Understanding for Unit #10 was developed by adapting the existing Unit #1 MOU, removing provisions that were not applicable to public safety management positions and keeping the provisions relevant to emergency services personnel.

The Unit agreed that the new agreement would remain largely consistent with the existing Unit #1 terms, with no substantive changes to compensation or benefits, with the following exception:

- **Retiree Medical Benefit:** Unit #10 employees will receive the same retiree medical benefit structure currently provided to Firefighter Union Local 3800 (Unit #8).

Aside from these modifications, the agreement maintains existing compensation structures, leave programs, retirement provisions, and other employment conditions already in place within the City's labor agreements. The MOU outlines wages, benefits, and working conditions for employees in the unit pursuant to the Meyers-Milias-Brown Act and the City's Employer-Employee Relations Resolution.

Because this is a newly formed unit, the agreement is structured as a short-term contract lasting through June 30, 2026. This allows the City and Unit #10 time to evaluate the new structure and return during the next negotiation cycle to address any necessary adjustments.

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

Fiscal Impact: The proposed agreement is not expected to create a significant fiscal impact. The MOU largely mirrors the terms previously applied to the affected employees under Unit #1, with the addition of retiree medical benefits aligned with Unit #8 provisions.

Any associated costs are expected to be absorbed within existing departmental budgets.

Funds Available: N/A

Account #: N/A

Reviewed by: City Manager

Attachments: R2026-03 & MOU