



City of Grass Valley City Council Agenda Action Sheet

Title: Appointment of New City Manager and Approval of City Manager's Employment Agreement

CEQA: Not a project

Recommendation: That Council appoint Alex Gammelgard to the position of City Manager for the City of Grass Valley and approve the City Manager's Employment Agreement.

Prepared by: David J. Ruderman, City Attorney

Council Meeting Date: September 22, 2026

Date Prepared: September 18, 2026

Agenda: Administration

Background Information: The City Manager of the City of Grass Valley is appointed by the City Council. The terms and conditions of the Employment Agreement are subject to the City Council's approval.

The City Council met over a series of meetings in 2026 to set a recruitment, discuss and revise the recruitment process and brochure, conduct interviews of potential candidates, and finally to negotiate a draft contract with the selected candidate, Alexander Gammelgard.

Mr. Gammelgard, a tenured employee of the City, was identified by the City Council as the top candidate in the recruitment that included candidates from across the country. Following a review of applications, phone screenings, reference checks, consultation with City department heads and person interviews by the City Council and community members, the City Council selected Mr. Gammelgard based on his extensive experience and qualifications.

Mr. Gammelgard, a long-time Nevada County resident. He attended local schools from kindergarten through high school before attending Gonzaga University where he earned his bachelor's in business administration degree with concentrations in finance and law and public policy. Additionally, he earned a minor in criminal justice. While attending Gonzaga he served a reserve police officer for the Spokane Police Department and a campus police officer for the Eastern Washington University Police Department. Finding a passion for policing during his college years, he returned to his hometown to pursue a career in policing, ultimately becoming the City of Grass Valley's sixth police chief since the Department's inception in 1938. He has served as the City's police chief for over 10 years, gaining tremendous knowledge of not only the police department, but Citywide operations and budget management. His love for the community and the City, in addition

to his over 25 years of public and private sector experience, were driving factors in his selection for the City Manager role.

The principal terms and conditions of the proposed Employment Agreement with Mr. Gammelgard are summarized below:

- Effective date and work start date of September 22, 2026.
- Six-year agreement term serving at the pleasure of the City Council pursuant to the Grass Valley Charter and the Agreement.
- Annual base salary of \$279,500 per year.
- Enrollment in the 2.5% at 55 Cal-PERS "Classic" formula.
- Deferred compensation plan (457(b)) contributions equal to the IRC 402(g) limit.
- Supplemental deferred compensation plan (401(a)) contributions of 8% of base salary.
- Receive fully covered family health care benefit (medical, dental, vision)
- Cell phone plan allowance of \$60 per pay period and vehicle allowance of \$440 per pay period in recognition that City Manager duties require frequent cell phone plan use and automobile use in lieu of mileage reimbursement
- Leaves include: Combined leave accrual consistent with other City management employees of similar tenure at an accrual of 12.62 hours per pay period, of which 160 hours may be cashed out if not used and subject to IRS constructive receipt regulations
- Be subject to other certain terms and conditions necessary and proper when employed as City Manager for City of Grass Valley

The City Council is required to approve the Employment Agreement at a regular Council meeting as a non-consent discussion item. The terms and conditions of the Employment Agreement, attached, are subject to the City Council's approval.

With the approval of the recommended motion appointing Mr. Gammelgard to the permanent City Manager position, his appointment as Interim City Manager pursuant to Resolution No. 26-05, effective March 20, 2026, will expire automatically according to its terms.

Council Goals/Objectives: High Performance Government & Quality Service

Fiscal Impact: The appointment of the City Manager may have a minimal fiscal impact to the General Fund. Any additional funding that may be required will be addressed through the mid-year budget process. Regardless of whether additional funding is ultimately required, a mid-year budget adjustment will be necessary to reallocate existing General Fund appropriations between departments to align the budget with the organizational changes resulting from the appointment.

Funds Available: Yes

Account #: Funds 100 / 500 / 510

Reviewed by:

Attachments: Employment Agreement