



City of Grass Valley
City Council
Agenda Action Sheet

Title: Approval of a range increase and Executive Contract Appendix

CEQA: Not a project

Recommendation: That Council 1) approve a 4% increase to the pay ranges for all Executive Contract Employees & change the retiree Health Plan Benefit to allow all executives to be eligible; 2) review the proposed Amendment to the Employment Agreements (including Appendix A) with Department Directors, City Clerk, and Deputy Directors; 3) authorize the City Manager to execute the agreements subject to legal review; 4) authorize the Finance Director or the City Manager's designee to make any necessary budget adjustments and/or amendments to complete this action.

Prepared by: Timothy M. Kiser, City Manager

Council Meeting Date: 10/8/2023

Date Prepared: 10/3/2023

Agenda: Consent

Background Information: In alignment with previous City Council actions, various City labor groups have agreed to amend their current Memorandums of Understanding (MOUs) with the City of Grass Valley. These modifications include up to a 5% increase in pay ranges and additional funding towards medical benefits. As a result, staff is recommending the following modifications to the contracts of all Executive employees—including the Police Chief, Administrative Services Director, Fire Chief, City Engineer, Utilities Director, Public Works Director of Operations, City Planner, Community Development Director, Deputy City Manager I/II, Battalion Chief, Deputy Police Chief, Deputy Administrative Services Director, Deputy City Clerk/Management Services Analyst, and City Clerk:

1. Amend the contracts of all Executive employees to provide a 4% increase to their pay ranges, effective July 1, 2024.
2. Extend the eligibility for retiree health benefits from 5 years to 10 years of service.

The estimated fiscal impacts for the Executive Unit include the following:

Contract Provision Revision	Estimated Maximum Cost
Providing a 4% increase to each Executive Director salary range	\$68,192 (General Fund) \$5,640 (Water Fund) \$11,936 (Sewer Fund)

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 estimated annual costs will vary depending on the number of directors reaching the top of their pay range, with the maximum potential cost projected at \$85,768.

Funds Available: Yes

Account #: Various

Reviewed by: City Manager

Attachments:

- Proposed Appendix A for Executive Employees
- Amendments for Executive Employees