

FOURTH AMENDED EMPLOYMENT AGREEMENT BETWEEN CITY OF GRASS VALLEY AND STEVE JOHNSON

This Fourth Amended Employment Agreement (“Agreement”) is effective as of the 28th day of October 2025 by and between the City of Grass Valley (“City”) and Steve Johnson (“Deputy Police 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 Deputy Police Chief effective 2/20/2022; and amended that Original Agreement effective June 26, 2022 (“First Amendment”); and amended the Second Amendment Agreement Effective June 25, 2023 (“Second Amendment”); and amended the Third Amendment Agreement Effective October 8, 2024 (“Third Amendment”)

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 (20) 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 October 28, 2025, reflecting a change in retiree health plan benefits.
2. All other terms, conditions, and provisions of the Original Agreement, First Amendment, Second Amendment, and Third Amendment 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: _____
Steve Johnson

Date: _____

Date: _____

Attest:

By: _____
Taylor Whittingslow
Deputy City Manager

Date: _____

Approved as to form:

By: _____
David Ruderman,
City Attorney

Date: _____