



City of Grass Valley City Council Agenda Action Sheet

Title: Approval of modification of Deputy Police Chief Appendix A Item E. language.

CEQA: Not a project

Recommendation: That Council 1) approve change to Appendix A, Item E. of the Deputy Police Chief contract as the Fourth Amended Employment Agreement (“Agreement”); 2) authorize the City Manager to execute the Agreement subject to legal review; 3) approve the limited duration/limited assignment position in the budget for Deputy Police Chief; and 4) authorize the Finance Director to make any necessary budget adjustments and/or amendments to complete this action.

Prepared by: Timothy M. Kiser, City Manager

Council Meeting Date: 10/28/2025

Date Prepared: 10/23/2025

Agenda: Consent

Background Information: The deputy police chief is eligible to retire under the City’s contracted CalPERS public safety retirement plan. Retirement of the deputy police chief is in the financial interest of the City in that it will create both near-term and long-term budgetary savings. There is existing language within labor contracts of the City that allow for enhanced retiree health plan benefits not currently offered to the deputy police chief, who has served well over 25 years with the City. The proposed amendment to the deputy police chief’s employment agreement would be consistent with those benefits provided to Unit 8 of the City’s labor units. To accomplish this change, the City will need to execute the Agreement (attached), and if approved, the Agreement will become effective upon approval.

As an added benefit to the City’s police department, the deputy police chief would be eligible to return to limited duration/limited assignment specialty roles as a PERS annuitant, the cost of which would be borne by the police department personnel budget savings.

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: Cost differential savings will be realized through the under-filling of the deputy police chief position with the rank of Captain. Vacancy savings, during the vacancy period will result in police department salary budget savings, off-set by unbudgeted cashout payments for vested leaves. The estimated incremental annual costs differential savings is \$74,000+/-, diminishing over time. Any annuitant work

completed post-retirement by the deputy police chief will be covered by vacancy savings in the Police budget.

Funds Available: Yes

Account #: 100-201

Reviewed by: City Manager

Attachments:

- Modified Appendix A for Deputy Police Chief