

Gridley City Council – Regular City Council Meeting Agenda

Monday, October 1, 2018; 6:00 pm
Gridley City Hall, 685 Kentucky Street, Gridley, CA 95948

“Our purpose is to continuously enhance our community’s vitality and overall quality of life. We are committed to providing high quality, cost-effective municipal services and forming productive partnerships with our residents and regional organizations. We collectively develop, share, and are guided by a clear vision, values, and meaningful objectives.”

CALL TO ORDER - Mayor Hall

ROLL CALL - Recording Secretary

PLEDGE OF ALLEGIANCE – Councilmember Borges

INVOCATION – Bishop Ben Counihan, Church of Jesus Christ of Latter Day Saints, Liberty 1st Ward

PROCLAMATIONS – Domestic Violence Awareness Month 2018 Proclamation

COMMUNITY PARTICIPATION FORUM - *Members of the public may address the City Council on matters not listed on the agenda. The City Council may not discuss nor take action on any community participation item brought forward by a member of the community. Comments are requested to be limited to three (3) minutes.*

CONSENT AGENDA – *Items 1 and 2 of the Consent Agenda and are considered routine and acted upon by one motion. Any Council member may request that an item be removed for separate consideration. The City Council may only make minor comments; otherwise the item should be removed from the Consent Agenda and placed as the first item(s) under “Items for Council Consideration”.*

1. City Services Update
2. City Council minutes dated September 17, 2018

PUBLIC HEARING – None

ITEMS FOR COUNCIL CONSIDERATION

3. Chief of Police Employment Agreement – City Council Action Item

CITY STAFF AND COUNCIL COMMITTEE REPORTS - *Brief updates from City staff and brief reports on conferences, seminars, and meetings attended by the Mayor and City Council members, if any.*

POTENTIAL FUTURE CITY COUNCIL ITEMS - (Appearing on the Agenda within 30-90 days):

Police Dispatch Procedures	10/15/2018
Weed Abatement Liens	10/15/2018

CLOSED SESSION - None

ADJOURNMENT – adjourning to the next regularly scheduled meeting on October 15, 2018

NOTE 1: POSTING OF AGENDA- This agenda was posted on the public bulletin board at City Hall at or before 6:00 p.m., September 28, 2018, in accordance with Government Code Section 54954.2. This agenda along with all attachments is available for public viewing online at www.gridley.ca.us and at the Administration counter in City Hall, 685 Kentucky Street, Gridley, CA.

NOTE 2: REGARDING UNSCHEDULED MATTERS – In accordance with state law, it shall be the policy of this Council that no action shall be taken on any item presented during the public forum or on unscheduled matters unless the Council, by majority vote, determines that an emergency situation exists, or, unless the Council by a two-thirds vote finds that the need to take action arose subsequent to the posting of this agenda.

Domestic Violence Awareness Month 2018 Proclamation

WHEREAS, although progress has been made toward breaking the cycle of violence and providing support to survivors and their families, much work remains to be done; and

WHEREAS, domestic violence shelters and services, law enforcement officials, health care providers, court systems, legal aid providers, tribal organizations, and others are all an integral part of the effort to end domestic violence; and

WHEREAS, domestic violence affects adults and children of all racial, ethnic, cultural, social, religious, and economic groups in the United States and here in Butte County; and

WHEREAS, the crime of domestic violence violates an individual's privacy, dignity, security, and humanity, through the systematic use of physical, emotional, sexual, verbal, and economic control and/or abuse; and

WHEREAS, domestic violence is the third leading cause of homelessness among families; and

WHEREAS, the prevalence of domestic violence may be diminished by educating and empowering the community to develop and maintain healthy relationships.

NOW, THEREFORE, I, Frank Hall, Mayor of Gridley, in recognition of the important work done by domestic violence programs, do hereby proclaim the month of October 2018 as Domestic Violence Awareness Month and urge all citizens to participate in the scheduled activities and programs sponsored by Catalyst Domestic Violence Services to work towards building healthy relationships and eliminating intimate partner violence.

Frank Hall, Mayor

City Council Agenda Item #1
Staff Report

Date: October 1, 2018
To: Mayor and City Council
From: Paul Eckert, City Administrator
Subject: City Services Update

X	Regular
	Special
	Closed
	Emergency

Recommendation

No Action is required.

Background

The Weekly Update is provided to the Mayor and City Council in keeping with the Council's commitment to ensure that all members of our community are fully informed of all City activities and initiatives. The Update is shared online at <http://www.gridley.ca.us/>. The Update is also shared timely with all City of Gridley coworkers.

Compliance with City Council Strategic Plan or Budget Goals

Sharing of the City Services Update is consistent with our ongoing efforts to transparently share all City financial and budgetary information and to keep our community members informed.

Financial Impact

There are no financial impacts associated with this Agenda item.

Attachments

City Services Update

City of Gridley

To: Mayor Hall and City Councilmembers

From: Paul Eckert, City Administrator

Subject: City Services Weekly Update

Date: September 26, 2018

Thank you for your leadership and dedication to the Gridley community! This Weekly Update is intended to provide useful and timely updates to the Gridley Community, Visitors, our Elected Officials, and our City Coworkers. We regret if we have inadvertently omitted useful items from this report. As always, your input and guidance are appreciated. Please send any response to me directly and do not “copy all.”

City Administrator/City Council/Information Technology

- Ballfield Improvements – Electric and Public Works Crews continue the fabrication of new backstops at the League Facility. They are doing fantastic work!
- County Fair Partnership – The Gridley Electric Crew has partnered with the Butte County Fairgrounds to install new electrical systems that will benefit both the City and the Fairgrounds.
- Economic Development - The City Administrator is currently working with several prospects and the State Economic Development Office, congressional representatives, local economic development leaders, site selectors, and property owners, regarding the marketing of the Cannery area properties.
- LED Street Light Replacement Program - The Electric Department is preparing for the LED Streetlight Replacement Program. The Program includes the replacement of 400 High Pressure Sodium (HPS) style streetlights with new LED streetlights, saving the City a substantial amount of money due to LED lighting efficiencies and reduced maintenance requirements.
- Arco AMPM – The project is moving smoothly. Demolition of the former McConnell Chevrolet building was recently completed. Construction will begin in the next few weeks.
- Utility Account Audit – Public Works and Electric Crews are auditing all water and electric meters in Gridley to ensure accuracy. The Finance Department is using the data to also ensure all smart meter data is accurately logged into our utility billing software.
- Dispatch Services – The effort to outsource parts of Dispatch Services with the County of Butte began in July. Initial testing has been completed and Virtual CAD (Computer Aided Dispatching) stations have been created. Partial transfer to the County is expected to occur in October.



Engineering/Planning/Building/Code Enforcement

- Engineering Update - City Engineer Trin Campos is coordinating our Team efforts for sewer, water, and road grant funding applications. Trin's also been active with several new projects and continues to focus on developing plans for street improvements.
- Building Permit Activity continues at a brisk rate.

Finance

- The Finance Department is active with the development of a wide array of budget development activities, grant responsibilities, payroll and benefits improvements, worker's compensation cases, and organization of all work areas and file systems. Emphasis is being placed on complying with the City's records retention policy.
- Adopted Operating Budget and Capital Improvement Plan – The FY 18-19 Citywide Operating Budget was shared with the City and the Public at four public meetings and was adopted on June 25. We greatly appreciate the City Council's commitment to Gridley's fiscal well-being.
- The Finance Department, Information Technology, City Administrator, and Electric and Public Works Leadership continue working to improve our utility billing processes.
- Feather Flyer data for FY 2018-19 follows below:

Month	Year	Passengers	Riders Per Day	Total Miles	Average of Daily Miles
July	2018	644	31	1350	64
August	2018	820	39	1555	74

Electric Utility

- Gridley 12KV Maintenance – Crews completed preparation for the Butte County Fairgrounds by pouring a concrete pad for the new 300 KVA transformer and the new meter cabinet. Crews exposed both sides of the primary conduct from the old transformer which they will have to tie into the new transformer and plan to pull the old primary conductor, backfill, and pour a sidewalk.
- Tree Trimming - The annual tree trimming maintenance program has begun.
- Utility Meter Audit - Crewmembers continue the process of checking every water and electric meter throughout the City.
- Generator - The Emergency Power Back-up Generator at City Hall was down last week for repairs. The newer Generator is high quality so it's rare to have issues. Thanks to IT Director Mike Hensley and the Electric Department for addressing the problems. It's highly problematic when the generator is not working as our Emergency Dispatch Center is limited to the run time available on the UPS equipment only.
- Service Calls - Crews were dispatched to the Pacific Motel and found that a main breaker had tripped. Power was restored to the customer. Crews responded to a customer with billing issues at the 200 Ford Apartment complex. Crews tested the meter and checked the customer panel and confirmed everything on the utility side was working correctly.
- Solar Meters – A new solar meter was installed on Magnolia Street.
- Utility Reads – The Customer Service Technician read 20 different locations for reads, ERT #'s and recorded images for the Finance Department. The meter reader is currently working on the Electrical audit and completing tasks on behalf of the Finance and Electrical Departments. The Customer Service Technician also collected and returned 10 shopping carts to various stores in Gridley.

Electric Utility Activity	Gridley	Biggs
Street Light Repairs	2	1
Nonpayment Shut-off/turn on	35	0
USA's	7	1
Sets & Outs	20	0
Service calls	2	0
Trim/Remove tree	0	1
Discrepancy Report Items	20	0
After Hours Call out's	2	0
Solar Read	0	0



- Substation and LR Inspections - Crewmembers completed changing out all of the 12KV breakers in the substation. Weekly inspections of the Gridley and Biggs substations were completed. Inspections of the line reclosers in Gridley were completed.

Fire

- Truck 74 responded to a fatal traffic collision on HWY 99. The truck's more powerful extrication equipment was used to remove the victim from the car.
- Fire personnel updated and familiarized ourselves with Emergency Action Plans for the Rock Point natural gas storage.
- Truck 74 attended and provided a professional presence at a Gridley resident and retired Cal Fire - Fire Fighter's memorial service at the Gridley cemetery.
- The Department was fortunate to receive new battery powered extrication tools increasing portability and versatility in many rescue situations. Training on the new tools has started and is ongoing with all station personnel.
- Our Company 74 Volunteer Company attended a training, instructed by paid staff, regarding water rescue situations and how to function in a support role.
- Truck 74 had maintenance performed and completed at Mid Valley Diesel Repair.
- The Department is continuing to provide agricultural burn permits in accordance with local policy and educate residents on the specific burning regulations in the area. We have had an uptick in unpermitted burning outside the city limits for which many concerned citizens have called.
- E74 responded to Gridley High School to rescue a trapped bird in the batting cage netting.
- Station personnel attended three health/ROP classes at GHS to discuss fire careers, employment possibilities, and answer any questions the students had.
- Many station and Department personnel did 343 burpees in honor of the 343 Firefighters that died while doing their jobs on September 11th, 2001.
- E376 was rented again for a few days last week.
- Training and operational readiness continue to be a priority for all station personnel.
- Fire Volunteers Wanted – If you know of anyone who may want to get involved and make a difference by helping neighbors and friends, please encourage them to become a Gridley Volunteer Firefighter! The City of Gridley is a combination Fire Department with full-time CAL FIRE Firefighters and Gridley area resident Volunteer Firefighters. Our Volunteers meet regularly for training. Training is conducted cooperatively with Butte County Fire and includes all basic firefighting skills: first aid, ladders, breathing apparatus use, hose streams, vehicle extrication, etc. This ongoing training is in addition to the initial basic operations training course. For more information about becoming a Gridley Volunteer Firefighter, go to www.joinbcfd.org and submit a Volunteer Firefighter Interest Form.

Weekly Responses	City	County
Medical Aids	8	4
Traffic Collisions	0	2
Structure Fires	0	2
Vegetation Fires	1	0
Vehicle Fires	0	0
Public Assist	0	2
Cover Assignments	0	2
Smoke checks, hazardous conditions, control burns, etc.	0	5
Technical Rescues	0	0

Police

- Animal Control personnel are encouraging our community canine owners to license their dogs. This effort provides a great record for any pet owner if they should lose their dog and enables Animal Control staff to find and return their pets. AC continues to provide proactive patrol and compassion for lost/stray animals.
- Officers increased traffic enforcement efforts in both communities to promote safe driving habits.
- Police patrol was active in both communities of Gridley and Biggs. The Department served several local arrest warrants during the week.
- Gridley-Biggs Police Officers and Butte County Sheriff's Deputies served a search warrant in Live Oak related to local Gridley and County crime activity. The search warrants resulted in an evidence seizure of two cars, cellular phones and a firearm.
- Police personnel attended investigation techniques and interview training.
- Police personnel participated in mock emergencies with the Gridley Unified School District in the use of the Catapult EMS notification system. These mock emergency drills prepare school faculty, students and first responders for emergencies in or about the GUSD campuses.
- Police Administration attended the Butte County Continuum of Care meeting regarding HEAP grant funding and discussions on strategies for homeless and transient concerns.
- Police Administration attended the Butte Interagency Narcotics Task Force (BINTF) meeting in Oroville. The meeting discusses county narcotics task force efforts to reduce illegal narcotics activity in our communities.
- Police personnel attended the monthly North Valley Gang Information Network meeting in Oroville. The attendees discuss gang trends and enforcement efforts in Butte County.
- Police personnel attended the Paradise Town Council Oath of Office ceremony for newly appointed Paradise Police Chief Eric Reinbold.
- The Department continues in its goal to provide quality service in all aspects of public safety to the citizens we serve. The August 2018 statistics are provided below:

City of Gridley - Police Activity	August 2018	2018 YTD	2017 Year Totals
Adult Arrests	51	398	660
Juvenile Arrests	1	31	23
Misdemeanor Arrests	42	367	584
Felony Arrests	10	62	91
Felony Crimes Reported	17	101	154
Misdemeanor Crimes	47	459	653
Total Police Incidents*	1,291	9,989	13,894
Battery	14	103	130
Burglary	14	68	77
Coroner's Report	0	6	14
Vandalism	10	80	75
Stolen Vehicle	2	13	25
Robbery	0	1	3
Public Intoxication	7	26	53
Patrol Request	68	139	385
Medical Aid	11	110	300
Area Checks	102	768	1,595
Pedestrian Checks	48	463	657
Disturbing the Peace	57	363	343
Total 911 Calls	255	2,256	3,400
Total Traffic Collisions	30	50	81
Name Exchanges – Traffic Accidents	1	7	12
Total Traffic Citations	67	569	632

DUI Arrests	1	22	20
Traffic Stops	178	1,396	2,012
Extra Help Hours	159.50	2,350.75	3,961.75
RSVP Hours	16.00	142.00	220.00
<i>"Police Incidents" are those responses originating from telephone calls to the Dispatch Center, walk-ins at the lobby, Officer self-initiated activity and email/social media communications.</i>			

Public Works

The Public Works Department Leadership and Crewmembers are responsible for a broad array of important duties including: Water Distribution; Water Production; Sanitary Sewer Collection; the Wastewater Treatment Plant; Street and Sidewalk Maintenance; our Maintenance Districts; Parks Maintenance; City Building and Facility Maintenance.

- Public Works Crews, with the help of the Electric Crews, continue to audit all water and electric meters in the City of Gridley.
- Eight trees were removed from different locations throughout the City this week.
- Public Works Crews completed spreading the Rip Rap over the high-pressure sewer main south of the boat ramp.
- Crews are pruning and weeding at ponds 1 and 2 off of Richards Ave.
- Crews repaired a 2" water main North of Bridgeford Avenue between Indiana and Vermont in the alley.
- The fence in Heron Landing at the South end of Nevada Street was completed.
- Graffiti was removed from the block wall North of the entrance to Heron Landing on West Biggs Gridley Road.
- Crews pressure washed the Fish Cleaning Station and the parking area at the Boat Ramp Park.

Department of Public Works Activity	
Water Leaks Repaired	2
Water Encoder Receiver Transmitter installed/Replaced (ERT's)	0
Sewer Plugs	0
Tree Removal/Trimmed	8
Water Related Service Calls	2
Sewer Related Service Calls	0
Under Ground Service Alerts (USA's)	4
Park Related Service Calls	0
Other Service Calls	0

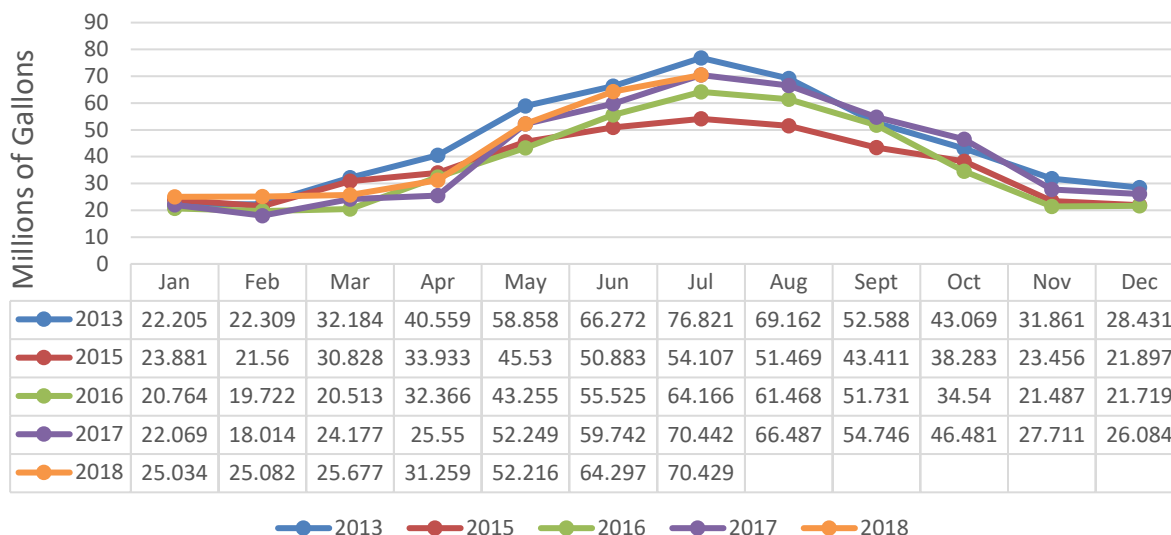
Production Well	Volume Pumped	Calc. Fl	Calc. Chlor
Eagle Meadows	33.252 M.G.	.72 mg/l	.2440 mg/l
Spruce	00.000 M.G.	.00 mg/l	.0000 mg/l
Wilson	00.000 M.G.	.00 mg/l	.0000 mg/l
Little Ave.	16.946 M.G.	.69 mg/l	.2537 mg/l
Liberty	13.318 M.G.	.74 mg/l	.2802mg/l
Parkside	00.272 M.G.	.13 mg/l	.0000 mg/l
Monthly Water Production			
Total water pumped to system:			66.516 M.G.
Ave. chlorine residual in the system:			.22 mg/l
Ave. tested fluoride in the system:			.73 mg/l
Lab tested fluoride in the system:			.7 mg/l

Past Month's Flow's at the Waste Water Treatment Plant

Total flow to the Plant was 46.298 M.G.

Flow from Butte County Housing Authority was 706,100 gals.

Comparative Water Usages for 2013 - 2018



Recreation

- **Newest Program Addition** – The Recreation Division has partnered with Orchard Hospital to provide Movie Night at Vierra Park. The First Movie Night is scheduled for Saturday, September 29th.
- **Successful Youth Soccer Season** – The Youth Soccer Season is now successfully underway. As a result of enhanced communications through social media, sign-up meetings, and other efforts, soccer registrations dramatically increased to over 350 participants; the highest level in five years and over 70 more participants than last year. We have had a lot of really positive feedback from parents and coaches about the look and feel of the fields, and the constant communication and updates on information. They really love the new jersey's! Families have very much appreciated the price drop. Our Site Manager is doing fantastic supervising the games.
- **Youth Basketball** – The Youth Basketball season will begin in mid-January instead of right before Christmas Break. Flyers are out in social media and will be shared in schools. Like soccer, enhancements will be made including pre-sign-up events and parent meetings.
- **Annual Christmas Holiday Event** – Recreation staff are developing plans to enhance the annual Christmas with Santa event. They will be using a Grinch-mas theme to go along with the new Grinch movie that is being released soon. They will be working with community members to support the effort with new sponsorships.
- **Recreation Center Enhancements** - Recreation is currently working to enhance the usefulness and overall appearance of the Recreation Center. The recent focus has been on deep cleanings and creating a warmer and more inviting environment for our Senior Citizens. New security LED lighting was installed on the outside of the facility. A new stove has been added to the Center and the large recreation room has been painted.
- **Senior Citizen Recreation Programs** - The seniors really love our new Team member Christie Moore, heaping her and Trina with real positive comments.



- The Recreation Community Center meeting rooms are available for rent on evenings and weekends. The rental fee is \$100 per room, with an additional refundable \$50 cleaning deposit.
- Checkout Recreation's Facebook page at <https://www.facebook.com/groups/120025737091/>

City Council Formal Calendar

- The City Council will hold its next Regular City Council meeting on Monday, October 1st, at 6:00 pm at City Hall.
- The Butte County Board of Supervisors Agenda for the 9:00 am meeting on Tuesday, October 9th, in Oroville can be accessed at the following link:
<http://www.buttecounty.net/boardofsupervisors/BoardMeetings.aspx>

Thank you for your ongoing support and guidance.

Respectfully,

Paul

Gridley City Council – DRAFT City Council Meeting Minutes

Monday, September 17, 2018; 6:00 pm
Gridley City Hall, 685 Kentucky Street, Gridley, CA 95948

“Our purpose is to continuously enhance our community’s vitality and overall quality of life. We are committed to providing high quality, cost-effective municipal services and forming productive partnerships with our residents and regional organizations. We collectively develop, share, and are guided by a clear vision, values, and meaningful objectives.”

CALL TO ORDER

Mayor Hall called the meeting to order at 6 p.m.

ROLL CALL

Councilmembers

Present: Johnson, Hall, Williams
Absent: Borges
Arriving post roll call: None

Staff present: Paul Eckert, City Administrator
Tony Galyean, City Attorney
Juan Solis, Finance Director

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Councilmember Williams

INVOCATION

Pastor Branden Heskett of the Christian Life Church led with an invocation.

PROCLAMATIONS – None

COMMUNITY PARTICIPATION FORUM

The Mayor opened the forum and seeing no one present wishing to speak, the forum was closed.

CONSENT AGENDA

1. City Services Update
2. City Council minutes dated September 4, 2018
3. Approval of Resolution No. 2018-R-026: A Resolution of the City Council of the City of Gridley Declaring a Shelter Crisis Pursuant to SB850 (Chapter 48, Statutes of 2018 and Government Code § 8698.2)

Motion to approve the consent agenda by Vice Mayor Johnson, seconded by Councilmember Williams

Motion passed, all in favor

PUBLIC HEARING – None

ITEMS FOR COUNCIL CONSIDERATION

4. Contract Services Update – Curtis Johnson, Building Division Manager, Butte County Development Services Building Division

Administrator Eckert introduced the item to Council with a brief overview of the past years' collaborative efforts, complimenting Butte County on their responsiveness and professionalism in handling everyday services as well as the occasional hiccups that come with larger projects.

Curtis Johnson then reviewed statistics and answered questions from Council.

CITY STAFF AND COUNCIL COMMITTEE REPORTS

Vice Mayor Johnson reported that he attended the Butte County Mosquito and Vector Control District meeting.

Mayor Hall attended the Sutter Butte Flood Control Agency meeting.

POTENTIAL FUTURE CITY COUNCIL ITEMS - (Appearing on the Agenda within 30-90 days):

Police Dispatch Procedures	10/15/2018
Weed Abatement Liens	10/1/2018

CLOSED SESSION - None

ADJOURNMENT

With no further comments, Council adjourned at 6:45 p.m.

Paul Eckert, City Clerk

City Council Agenda Item #3
Staff Report

Date: October 1, 2018

To: Mayor and City Council

From: (Councilmember Chris Williams)

X	Regular
	Special
	Closed
	Emergency

Subject: Chief of Police Employment Agreement - City Council Action Item

Recommendation and Background

In accordance with Section 5.5.1 (Placing Items on the Agenda) of the City of Gridley City Council Policies and Procedures Manual approved November 19, 2012, Councilmember Chris Williams has requested that this agenda item be placed on the Council Agenda. Section 5.5.1 reads as follows: "In order to facilitate the orderly conduct of the business of the citizens of Gridley, the City Administrator, with the input of Department Directors and the City Attorney, shall set the agenda" "Council Members may request items to be placed on future agendas by submitting their request to the City Administrator, who will agendize the item and list in parentheses the Council Member requesting the item."

Councilmember Chris Williams requests that the City Council discuss Section 2 (At Will Employment) of the City of Gridley Employment Agreement - Chief of Police (Attached) entered into on April 4, 2016. Councilmember Chris Williams also requests that the City Council discuss and take action on Section 7 (Termination of Employment and Severance) of the City of Gridley Employment - Agreement Chief of Police (Attached) entered into on April 4, 2016. The two Sections are as follows:

2. At Will Employment:

Employee is an "at will" employee who shall serve at the pleasure of the City Council. Accordingly, the City Council may terminate Employee's employment at any time, with or without cause. The provision may not be altered except by a written instrument by Employee, and formally approved by the City Council, which specifically references this Agreement and section.

7. Termination of Employment and Severance:

- a) Per Section Two (2) of this Agreement - At Will Employment - Employee understands and acknowledges that Employee serves at the pleasure and discretion of the City Council and that Employee may be terminated at any time for any reason (or no reason at all) by the City Council. Except upon the event that the City terminates Employee's employment for reasons involving the alleged commission of a crime, the alleged commission of an act of moral turpitude, the alleged commission of any act constituting an abuse of Employee's public office under the laws of the State of California or the performance of an act of gross negligence (any of which shall be deemed as being reason(s) to terminate Employee's employment under this Agreement as being "for cause"), then, in all such other circumstances of Employee's termination, Employee shall receive three(3) month's severance pay. Employee understands and acknowledges that in the event City terminates Employee's employment with City "for cause" as defined above, Employee will not be eligible to receive said three (3) month severance pay.

- b) In a like manner, nothing in this contract shall interfere with the right of the Employee to resign at any time. The employee shall give a minimum of a 30-day notice to terminate this Agreement. During such a notice period, all the rights and obligations of the parties under this agreement shall remain in full force and effect.
- c) Prior to payment by the City of any Severance, and as an express condition to receiving such Severance or Supplemental Severance, Employee shall sign and deliver to the City a waiver in the form of a release that fully releases the City (including employees, officers and agents) from any and all claims by Employee.

Attachments: City of Gridley Employment Agreement Chief of Police entered into April 4, 2016

#1340

**City of Gridley
Employment Agreement
Chief of Police**

This Employment Agreement (hereinafter called the "Agreement") made and entered into on April 4, 2016, by and between the City of Gridley, California, a general law city, (hereinafter called the "City") and Dean Price, Chief of Police (hereinafter called the "Employee") with respect to employment as the Chief of Police of Gridley, California.

1. Appointment of the Chief of Police:

The City Council of the City of Gridley seeks to hire the Employee as the Chief of Police to serve and perform such duties at such times and places and in such a manner as the City may from time to time direct. Furthermore, the City Council of the City of Gridley is the sole appointing body of the position of Chief of Police, as per the adopted City ordinance(s), resolution(s) and City policy manual.

2. At Will Employment:

Employee is an "at will" employee who shall serve at the pleasure of the City Council. Accordingly, the City Council may terminate Employee's employment at any time, with or without cause. The provision may not be altered except by a written instrument by Employee, and formally approved by the City Council, which specifically references this Agreement and section.

3. Term of Agreement:

The Employee acknowledges that he serves in the position of Chief of Police at the discretion and pleasure of the Gridley City Council. The parties of this Agreement may terminate the Agreement pursuant to the provisions of paragraphs 6 and 7 below.

4. Duties and Responsibilities:

- a) Employee shall serve as the Chief of Police of the City of Gridley and he shall be vested with the powers, duties and responsibilities set forth in the City's adopted job description for Chief of Police and shall be responsible for directing, administering and coordinating the police department functions of the City of Gridley.
- b) Employee agrees to devote his productive time, ability and attention to the City business. For the duration of this Agreement, Employee shall not hold secondary employment, unless it is vocational training as it relates to law enforcement and cannot be done to encumber any City time, resources or facilities. The secondary employment must be so de minimis that it is transparent that it is for the continuing education of the Employee and to benefit the leadership and education of the Employee as the Chief of Police. The de minimis secondary employment shall not constitute interference with or a conflict of interest with his responsibilities under the Agreement. The City Council shall be the sole body that authorizes any de minimis secondary employment.

- c) As an exempt employee and subject to City resolution regarding administrative leave, the Employee shall not receive any overtime or compensation for work performed outside of normal business hours.

5. Hours of Work:

It is recognized that the Employee must devote a great deal of time outside the normal office hours on business for the City, and to that end the Employee shall be allowed to establish an appropriate work schedule. The Employee will normally work 80 hours per (two week) pay period.

6. Performance Evaluation:

The City shall annually review the performance of the Employee subject to a process, form, criteria, and format for the evaluation which shall be mutually agreed upon by the City and Employee. The process at a minimum shall include the opportunity for both parties to: (1) prepare a written evaluation, (2) meet and discuss the evaluation, and (3) adopt an appropriate improvement plan and/or goals.

7. Termination of Employment and Severance:

- a) Per **Section Two (2) of this Agreement – At Will Employment** - Employee understands and acknowledges that Employee serves at the pleasure and discretion of the City Council and that Employee may be terminated at any time for any reason (or no reason at all) by the City Council. Except upon the event that the City terminates Employee's employment for reasons involving the alleged commission of a crime, the alleged commission of an act of moral turpitude, the alleged commission of any act constituting an abuse of Employee's public office under the laws of the State of California or the performance of an act of gross negligence (any of which shall be deemed as being reason(s) to terminate Employee's employment under this Agreement as being "for cause"), then, in all such other circumstances of Employee's termination, Employee shall receive three(3) month's severance pay. Employee understands and acknowledges that in the event City terminates Employee's employment with City "for cause" as defined above, Employee will not be eligible to receive said three (3) month severance pay.
- b) In a like manner, nothing in this contract shall interfere with the right of the Employee to resign at any time. The employee shall give a minimum of a 30 day notice to terminate this Agreement. During such a notice period, all the rights and obligations of the parties under this agreement shall remain in full force and effect.
- c) Prior to payment by the City of any Severance, and as an express condition to receiving such Severance or Supplemental Severance, Employee shall sign and deliver to the City a waiver in the form of a release that fully releases the City (including employees, officers and agents) from any and all claims by Employee.

8. Compensation Benefits:

- a) Employee shall be paid a base salary per the current adopted salary schedule found in the most recent adopted resolution, current step (4) of \$11,526 per month effective as of the adoption date of this Agreement. The salary shall be payable in installments at the same time the other management employees of the City are paid.
- b) City shall continue to contribute the agreed upon percentage of salary to Employee's Deferred Compensation Plan (IRS 457 Plan) provided to the Management, Mid-Management, Confidential and Unrepresented Employees agreement (Resolution).
- c) The Employee is entitled to the earned incentives (Command College, POST Executive, Relevant Master's Degree, National (FBI) Academy, longevity, and professional certificate(s) as listed in the Management, Mid-Management, Confidential and Unrepresented Employees agreement (Resolution). The City Council shall retain the discretion to provide additional adjustments as it sees fit depending on the performance and accomplishment of Council objectives.
- d) Consideration shall be given on an annual basis to increase compensation based upon the evaluative process discussed in **Section Six (6) – Performance Evaluation** above.
- e) City shall not at any time during the term of this contract reduce the salary, compensation, or other benefits of the Chief of Police below the initial offer of compensation, except to the degree of such reduction for all management employees of the City. If this section is violated, such action will constitute a breach of this Agreement and will be regarded as termination.
- f) Retirement: Employee shall continue to pay the Employee's Public Employees' Retirement System (PERS) contribution of nine-percent (9%) effective the first pay period after the adoption of this Agreement.
- g) Sick Leave/Vacation/Holidays: Sick leave, vacation and holiday accruals and their use shall be the same as provided to management employees of the City.
- h) Health, Dental and Vision: City agrees to pay insurance premiums for health, dental and vision plans Employee participates in, including coverage for his/her family as per the Management Resolution.
- i) Professional Memberships: Subject to approval by the City, the City agrees to provide for membership in any trade appropriate and position appropriate associations and/or organizations. The Employee is also authorized participation in two (2) conferences and meetings of organizations, which provide professional information to Employee relative to his performance as Chief of Police of the City of Gridley. Attendance and participation in any conference(s) or symposium(s) shall be subject to City Council approval, availability of funds and within the fiscal year's budget.

- j) Cell Phone Allowance: City agrees to provide a cell phone allowance to the Employee in an amount not to exceed seventy five dollars (\$75) per month.
- k) Administrative Leave: Per current resolution there is available to the Employee one hundred twenty (120) hours of paid administrative leave each fiscal year. All unused administrative leave shall be paid out at the standard hourly rate. There shall be no accrual of administrative leave from one fiscal year to another.
- l) Uniform Allowance: The Chief of Police shall receive the annual standard uniform allowance as per the current Gridley Police Officers' Association Memorandum of Understanding.
- m) Retirement Health: Employee is entitled to receive retirement health care benefits per resolution 2013-R-034.

9. Notices:

Notices pursuant to this Agreement shall be given by depositing in the custody of the United States Postal Service, postage prepaid, addressed as follows:

The City: Mayor and City Council
685 Kentucky Street
Gridley, CA 95948

Employee: Dean Price
2252 Holly Ave
Chico, CA 95926

Alternatively, notice required pursuant to this Agreement may be personally served in the same manner as is applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as of the date of deposit of such written notice in the course of transmission in the United States Postal Service.

10. Other Terms and Conditions of Employment:

The City, only upon agreement with the Employee, shall fix any such other terms and conditions of employment, as it may determine from time to time, provided such terms and conditions are not inconsistent with or in conflict with the provisions of the Agreement, The Gridley Municipal Code, or any other law.

11. General Provisions:

This Agreement sets forth and establishes the entire understanding between the City and the Employee relating to the employment of the Employee by the City. Any prior discussions or representations by or between the parties are merged into and rendered null and void by this Agreement. The parties by mutual written agreement may amend any provision of this Agreement during the life of the Agreement. Such amendments shall be incorporated and made a part of this Agreement.

This Agreement shall be binding upon and inure to the benefit of the successors, assigns, heirs at law and personal representative of the Employee.

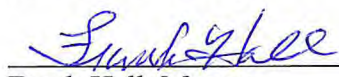
If any provisions, or any portion thereof, contained in this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable. Shall not be affected, and shall remain in full force and effect.

IN WITNESS WHEREOF, the City has caused this Agreement to be signed and executed in its behalf by its Mayor, and duly attested by person named below, and Employee has signed and executed this Agreement, on the day and year written below.

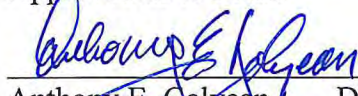
Employee:

 4/07/16
Name Date

For City of Gridley:

 4-8-16
Frank Hall, Mayor Date

Approved as to Form:

 4-18-2016
Anthony E. Galyean Date
City Attorney

Attest:

 4-19-16
Name Date