

Gridley City Council – Regular Meeting Agenda

Monday, November 1, 2021; 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.”

The Public is encouraged to attend and participate in person. Comments from the public on agenda items will be accepted until 4 pm on November 1, 2021, via email to jmolinari@gridley.ca.us or via the payment/document drop box at Gridley City Hall and will be conveyed to the Council for consideration.

You may view using the following link, ID, and passcode:

<https://us06web.zoom.us/j/81911844497?pwd=RmNyVDUzZ2U1OEowMk10V2dEZUxTZz09>

Webinar ID: 819 1184 4497

Passcode: 823616

OR

Call-in using one of the following numbers, and the above ID and passcode:

1-(253) 215-8782

1-(720) 707-2699

1-888 475 4499 (Toll Free)

1-833 548 0276 (Toll Free)

To make a public comment during the Community Participation Forum or during the public portion of any agenda item, use the ‘raise hand’ feature and you will be called on when it’s your turn to speak.

CALL TO ORDER - Mayor Johnson

ROLL CALL

PLEDGE OF ALLEGIANCE – Councilmember Torres

INVOCATION - None

PROCLAMATION – Homeless and Runaway Youth Awareness Month, November 2021

INTRODUCTION OF NEW OR PROMOTED EMPLOYEES - None

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

1. City Council minutes dated October 18, 2021
2. City Vehicle Surplus

ITEMS FOR COUNCIL CONSIDERATION

3. Discussion and possible action to sponsor the Gridley Invitational Basketball Tournament (GIBT)
4. Approval of Resolution No. 2021-R-037: A Resolution of the City Council of the City of Gridley Authorizing the Gridley Fire Department to receive a Rural Fire Capacity Grant
5. Verbal update on current and future projects – Ross Pippitt, Director of Public Works and Dave Harden, City Engineer
6. Second Reading and Adoption of Ordinance 835-2021: An Ordinance of the Gridley City Council to pre-zone approximately 36.38 acres Single-Family Residential District (R-1) and 3.62 acres Open Space located on the east side of West Biggs Gridley Road (APN 022-210-092)
7. Consideration and approval of proposed revision to the City's Position Classification Plan

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):*

CJIS Radio Compliance Program for Police Dept	11/15/2021
Review and adoption of Gridley Electric Utility Renewable Energy Resources Procurement and Enforcement Plan	11/15/2021
Edler Estates	12/6/2021
Award Contract for Municipal Services Review	12/20/2021

CLOSED SESSION

8. Conference with legal counsel and key administrative staff pursuant to Government Code 54956.9 concerning anticipated litigation: 1 case
9. Government Code 54957 - Public Employee Performance Evaluation: City Administrator

ADJOURNMENT – adjourning to a Regular meeting on November 15, 2021

NOTE 1: POSTING OF AGENDA- This agenda was posted on the public bulletin board at City Hall at or before 6:00 p.m., October 29, 2021. 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.

Homeless and Runaway Youth Awareness Month

November 2021

WHEREAS, California has an estimated 200,000 homeless youth, including some 2,000 K-12 students in Butte County; and,

WHEREAS, approximately 25% of youth exiting foster care will experience homelessness; and,

WHEREAS, natural disaster and lack of affordable housing have exacerbated youth homelessness across rural California; and,

WHEREAS, a high percentage of homeless youth have been physically, sexually and/or emotionally abused by their guardians and are frequently re-victimized and exploited while living on the streets and in shelters; and,

WHEREAS, LGBTQ+ young adults are at a 120% higher risk of homelessness when compared to their peers, and comprise about 40% of the unaccompanied homeless youth population; and,

WHEREAS, due to the lack of stable housing, homeless youth face great difficulty in accessing stabilizing, and succeeding in school, reducing the likely hood of successful graduation; and,

WHEREAS, the citizens of Gridley, California are the key to preventing youth homelessness by acting as mentors and role models for youth, guiding them towards available resources, productive choices and creating opportunities for youth to successfully transition to adulthood; and,

NOW, THEREFORE, I, Bruce Johnson, Mayor of the City of Gridley on behalf of the City Council and the citizens of Gridley California, by virtue of the authority vested in me, do hereby proclaim November 2021 as Homeless and Runaway Youth Awareness Month in the City of Gridley.

Bruce Johnson, Mayor

Gridley City Council – Regular City Council Meeting Minutes

Monday, October 18, 2021; 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.”

Notice of Temporary City Council Meeting Procedures

This meeting is being held in accordance with the Brown Act as currently in effect under the State Emergency Act, Governor Gavin Newsom’s Emergency Declaration related to COVID-19, and Governor Newsom’s Executive Order N-29-20 issued March 17, 2020 that allows attendance by City Council, City staff and the public to participate and conduct the meeting by teleconference and to participate in the meeting to the same extent as if they were present. Comments from the public on agenda items will be accepted until 4 pm on October 18, 2021, via email to jmolinari@gridley.ca.us or via the payment/document drop box at Gridley City Hall and will be conveyed to the Council for consideration. The Mayor and Council appreciate the public’s adaptation and patience during this crisis.

CALL TO ORDER

Mayor Johnson called the meeting to order at 6:00 pm.

ROLL CALL

Council Members

Present: Johnson, Calderon, Farr, Sanchez

Absent: None

Arriving after roll call: Torres

Staff present:

Cliff Wagner, City Administrator
Tony Galyean, City Attorney
Ross Pippitt, Public Works Director
Elisa Arteaga, Finance Director
Danny Howard, Electric Utility Director
Ruben Quihuiz, Lieutenant
Rodney Harr, Chief of Police
Donna Decker, Planner
Dave Harden, Engineer

PLEDGE OF ALLEGIANCE

Councilmember Calderon led the Pledge of Allegiance

INVOCATION - None

PROCLAMATIONS – None

INTRODUCTION OF NEW OR PROMOTED EMPLOYEES - None

COMMUNITY PARTICIPATION FORUM

Joe Cadelago, Public Sector Services Manager with Waste Management, commented on the success of the free dump day, thanked the City and said they would have haul-off totals for the event at a later time.

Jaki Walker expressed appreciation for the Feather Flyer driver.

CONSENT AGENDA

1. City Council minutes dated September 20, 2021
2. Contract Amendment #1 for Central Gridley Pedestrian Connectivity and Equal Access Project

Motion to approve the consent agenda by Council member Calderon, seconded by Vice Mayor Farr.

ROLL CALL VOTE

Ayes: Calderon, Johnson, Torres, Farr, Sanchez

Motion passed, 5-0

ITEMS FOR COUNCIL CONSIDERATION

3. Waste Management Report on Implementation of SB 1382

Waste Management Public Sector Services Manager Joe Cadelago reviewed changes required by SB 1382 that would affect the services being provided as well as changes required by the City. This was informational only; no action was taken.

4. Rural Recreation and Tourism Grant Program-Project Public Input

Dave Harden spoke briefly regarding the options and some of the proposed design elements to be included in the grant applications. This item was informational only and an additional opportunity for the public to provide input; no action was taken.

5. Review of Proposal to Extend Longevity Pay to Samantha Stopplemore

Administrator Wagner reviewed the staff report, explaining the current City policy on longevity pay. After discussion among Council and receiving public input, motion to approve longevity pay for Samantha Stopplemore by Vice Mayor Farr, seconded by Council member Calderon.

ROLL CALL VOTE

Ayes: Sanchez, Calderon, Torres, Johnson, Farr

Motion passed, 5-0

6. Chandler Park Subdivision:

Planner Donna Decker reviewed the history of the project, timeline of public meetings and the approval process of the Planning Commission that moved the project to this point. Decker reviewed many of the previously stated concerns brought forth by the public and the applicant's efforts to mitigate them. She explained the purpose of each item presented tonight.

Public comment was received from Robert Miller, Maria Sanchez, Pat Coghlan and Mike Trainor addressing concerns with traffic, safety, and the location of the proposed park among others. Josh Cook stated his appreciation for the additional housing opportunities.

Resolution No. 2021-R-034: A resolution of application of the City of Gridley initiating proceedings for the annexation of approximately 40.0 acres from Butte County into the incorporated boundary of the City of Gridley. (APN 022-210-092)

Motion to approve Resolution No. 2021-R-034 by Vice Mayor Farr, seconded by Mayor Johnson.

ROLL CALL VOTE

Ayes: Farr, Calderon, Torres, Johnson

Nays: Sanchez

Motion passed, 4-1

Resolution No. 2021-R-035: A resolution of the Gridley City Council to amend the General plan (GPA 2-20) land use designations of 16.79 acres Residential Low Density (2-4 du/ac), 16.5 acres Residential Medium Density (5-8 du/ac), 6.34 acres Residential High Density 2 (16-30 du/ac) and 1.66 acres Park to 36.38 acres Residential Medium Density, and 3.62 acres Park and Open Space and to adopt a mitigated negative declaration pursuant to CEQA finding there is Less than significant environmental impact from the land use re-designations. (APN 022-210-092)

Motion to approve Resolution No. 2021-R-035 by Vice Mayor Farr, seconded by Mayor Johnson.

ROLL CALL VOTE

Ayes: Calderon, Farr, Johnson, Torres

Nays: Sanchez

Motion passed, 4-1

Resolution No. 2021-R-036: A resolution of the Gridley City Council approving Tentative Subdivision Map No. 2-20 to subdivide one parcel consisting of approximately 40.0 acres into two hundred and two (202) parcels located on the east side of West Biggs Gridley Road. (APN 022-210-092)

Motion to approve Resolution No. 2021-R-036 by Vice Mayor Farr, seconded by Council member Calderon.

ROLL CALL VOTE

Ayes: Johnson, Farr, Torres, Calderon

Nays: Sanchez

Motion passed, 4-1

Ordinance No. 835-2021: An ordinance of the Gridley City Council to pre-zone (RZ 2-20) an approximately 36.38 acres Single-Family Residential (R-1) and 3.62 acres Open Space (O-S) located on the east side of West Biggs Gridley Road. (APN 022-210-092)

Motion to approve and first reading by title only of Ordinance 835-2021 by Vice Mayor Farr, seconded by Council member Calderon.

ROLL CALL VOTE

Ayes: Torres, Calderon, Johnson, Farr

Nays: Sanchez

Motion passed, 4-1

CITY STAFF AND COUNCIL COMMITTEE REPORTS

Council member Calderon reminded everyone of the upcoming Dia de los Muertos event.

Mayor Johnson reported on his attendance at meetings with Butte County Mosquito and Vector Control District and Sutter Butte Flood Control Agency.

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

CJIS Radio Compliance Program for Police Dept	11/15/2021
Edler Estates	12/6/2021
Award Contract for Municipal Services Review	12/20/2021

CLOSED SESSION -None

ADJOURNMENT

With no items for further discussion, Council adjourned to a Regular meeting on November 1, 2021.

Cliff Wagner, City Clerk

City Council Agenda Item #2
Staff Report

Date: November 1, 2021
To: Mayor and City Council
From: Rodney Harr, Chief of Police
Subject: City Vehicle Surplus

X	Regular
	Special
	Closed
	Emergency

Recommendation

Staff respectfully requests the City Council declare the vehicle listed below as a surplus asset beyond its useful life and to have it disposed of per the City of Gridley's surplus procedures.

Unit #	Year	Make	VIN	Mileage	License #
N/A	2008	FORD	1FMCU49H98KD84812	35616	1208223

Background

The City of Gridley has one (1) 2008 Ford Explorer Hybrid SUV that needs to be surplused. This SUV has served the City of Gridley for many years and in the last has undergone several minor repairs to remain roadworthy. Recently it was again inoperable and was towed to Gridley Country Ford for a diagnosis. Gridley Country Ford determined that the Hybrid motor/battery portion was defective, and the costs associated with its repair would exceed \$14,000.00 if a replacement Hybrid motor/battery could be located. Despite its extremely low mileage, an internal evaluation it was determined that the repair of the SUV was not feasible or fiscally responsible.

Other than the mechanical issues with the Hybrid motor/battery, the overall body and interior is in good condition and would be viable for use as spare parts. It is recommended that we dispose of the SUV in accordance with established policies and procedures for the surplus of motor vehicles, either through public auction or disposal through the AVA program.

Financial Impact

None.

Compliance with City Council Strategic Plan or Budget Goals

This recommendation is consistent with our ongoing effort to be responsive and transparent regarding all business transactions and financial matters.

Gridley Invitational Basketball Tournament

www.gridleyinvitational.org

SANCTIONED BY
C.I.F.

Sponsored by Gridley High School
300 East Spruce Street
Gridley, California 95948

TELEPHONE (530) 846-5686
FAX (530) 846-3283

October 5, 2021

Dear GIBT Supporter,

Enclosed is the Gridley Invitational Basketball Tournament Sponsor Package for 2021. This will be our 67th annual tournament where the best basketball teams in Northern California participate, and we hope you can sponsor the tournament this year.

The teams participating this year are as follows:

Gridley High School (Gridley)
Archbishop Riordan High School (San Francisco)
Campolindo High School (Moraga)
De La Salle High School (Concord)
Dublin High School (Dublin)
Sacramento High School (Sacramento)
Salesian College Preparatory School (Richmond)
Sheldon High School (Elk Grove – Sacramento)

Because of your ***Sponsorship***, we were able to continue the tradition of providing our community with this outstanding tournament.

Again, thank you for your consideration!

Tax I. D. Number 680344376

If you have any questions or need further information, please give me a call at 682-6610 (cell) or 846-6100 (home).

Sincerely,



Chris McIntire – Tournament Director

GRIDLEY INVITATIONAL BASKETBALL TOURNAMENT

67th ANNIVERSARY – DECEMBER 9th, 10th, & 11th

SPONSOR PACKAGE INFORMATION SHEET

△ Major Sponsor: \$1,500.00

- ◇ Newspaper Advertisement
- ◇ Sponsor Name listed on the **front or back** of the Tournament Program and a Full Page Ad in the Tournament Program
- ◇ Large sponsor sign displayed on the gym wall throughout the boy's and girl's basketball season (size approximately 4 x 8 feet)
- ◇ Large sponsor sign displayed on the gym wall during the Butte County Fair
- ◇ Business name will be announced as a sponsor several times nightly throughout the tournament
- ◇ Radio Time or Ad on a local radio station
- ◇ 6 Season Passes to all Home Basketball Games for the entire 2021-2022 Season (Boys & Girls) **excluding playoffs**
- ◇ 6 Tournament Passes to the GIBT
- ◇ 6 passes to the Friday Night Hospitality Party at the Moose Lodge

△ Gold Sponsor: \$500.00

- ◇ Full Page Ad in the Tournament Program
- ◇ Large sponsor sign displayed on the gym wall throughout the boy's and girl's basketball season (size approximately 4 feet x 4 feet)
- ◇ Large sponsor sign displayed on the gym wall during the Butte County Fair
- ◇ Business name will be announced as the sponsor of at least one game per night
- ◇ 4 Season Passes to all Home Basketball Games for the entire 2021-2022 Season (Boys & Girls) **excluding playoffs**
- ◇ 4 Tournament Passes to the GIBT
- ◇ 4 passes to the Friday Night Hospitality Party

△ Blue Sponsor: \$250.00

- ◇ Half Page Ad in the Tournament Program
- ◇ Sponsor sign displayed on the gym wall throughout the boy's and girl's basketball season (size approximately 3 feet x 3 feet)
- ◇ 2 Season Passes to all Home Basketball Games for the entire 2021-2022 Season (Boys & Girls) **excluding playoffs**
- ◇ 2 Tournament Passes to the GIBT

△ Bulldog Sponsor: \$100.00

- ◇ Quarter Page Ad inside the Tournament Program
- ◇ 2 Tournament Passes to the GIBT

For More Information Contact: Chris McIntire
1507 Larkin Road
Gridley, CA 95948
(530) 846-6100 home
(530) 682-6610 cell

Please make checks payable to: "GIBT" and send to the above address.

Thank you for your support!

City Council Agenda Item #4
Staff Report

Date: November 1, 2021

To: Mayor and City Council

From: Sean Norman, Chief

Subject: Approval of Resolution No 2021-R-037: A Resolution of the City Council of the City of Gridley Authorizing the Gridley Fire Department to receive a Rural Fire Capacity Grant

X	Regular
	Special
	Closed
	Emergency

Recommendation

Staff respectfully requests the City Council approve Resolution 2021-R-037

Background

For several years the City of Gridley has been successful in receiving Rural Fire Capacity (RFC, previously known as Volunteer Fire Assistance, or VFA) Grants that are used to purchase Personal Protective Equipment (PPE) for its volunteer firefighters who assist career firefighters to protect and serve the City of Gridley. The funding of the grant is vital for replacement of aging and worn PPE. The grant is a cost-effective mode for replacement. The cost of outfitting a single volunteer exceeds \$5,000.00. PPE has a shelf life of 10 years and due to the nature of the profession, is subject to extreme use. There are approximately 15 volunteer firefighters that protect the Gridley area and replacement of PPE is ongoing as funding comes available.

Financial Impact

This year's Grant is in the amount of \$9885.00, which is a 50% match with the State of California. The City of Gridley's match of this grant is \$4942.50.

Compliance with City Council Strategic Plan or Budget Goals

This effort complies with the City of Gridley's Budget Goals to reduce taxpayer's expenses by finding grant funding to offset budget impacts.

Attachments

RFC Resolution No. 2021-R-037

RFC Agreement

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GRIDLEY AUTHORIZING THE GRIDLEY
FIRE DEPARTMENT TO RECEIVE A VOLUNTEER FIRE ASSISTANCE GRANT**

BE IT RESOLVED by the Gridley City Council as follows:

1. The Mayor is hereby authorized and directed to execute, on behalf of the City of Gridley, and the State of California Department of Forestry and Fire Protection, a grant in the amount of \$4,942.50 provided under the Cooperative Forestry Assistance Act of 1978 (7GF21023).
2. The City Clerk shall attest to the adoption of this Resolution.

NOW, THEREFORE, BE IT FURTHER RESOLVED by Gridley City Council to approve the supplemental appropriation from the account 060-4060-56300 of \$4,942.50 for the cost associated for the equipment to be purchased with this grant. To recognize the grant revenues, approve supplement revenues of \$4,942.50 to account 010-0000-46611.

I HEREBY CERTIFY that the foregoing resolution of the City Council of the City of Gridley was duly introduced passed and adopted at a regular meeting of the City Council of the City of Gridley held on November 1, 2021, by the following vote:

AYES: COUNCIL MEMBERS

NOES: COUNCIL MEMBERS

ABSENT: COUNCIL MEMBERS

ABSTAIN: COUNCIL MEMBERS

ATTEST:

APPROVE:

Cliff Wagner, City Clerk

Bruce Johnson, Mayor

**State of California
Department of Forestry and Fire Protection (CAL FIRE)
Cooperative Fire Protection
GRANT AGREEMENT**

APPLICANT:

PROJECT TITLE: Rural Fire Capacity

GRANT AGREEMENT: 7GF21023

PROJECT PERFORMANCE PERIOD is from date upon approval through June 30, 2022.

Under the terms and conditions of this Grant Agreement, the applicant agrees to complete the project as described in the project description, and the State of California, acting through the Department of Forestry & Fire Protection, agrees to fund the project up to the total state grant amount indicated.

PROJECT DESCRIPTION: Cost-share funds awarded to provide assistance to rural areas in upgrading their capability to organize, train, and equip local forces for fire protection.

Total State Grant not to exceed \$ **\$4,942.50** (or project costs, whichever is less).

**The Special and General Provisions attached are made a part of and incorporated into this Grant Agreement.*

**STATE OF CALIFORNIA
DEPARTMENT OF FORESTRY
AND FIRE PROTECTION**

Applicant

By _____

Signature of Authorized Representative

Title _____

By _____

Title: **Gabrielle Avina**
Staff Chief, Cooperative Fire Programs

Date

Date

CERTIFICATION OF FUNDING

GRANT AGREEMENT NUMBER	PO ID	SUPPLIER ID
FUND 0001	FUND NAME General Fund	
PROJECT ID 354021DG2012138	ACTIVITY ID SUBGNT	AMOUNT OF ESTIMATE FUNDING \$ \$4,942.50
GL UNIT 3540	BUD REF 001	CHAPTER 21
PROGRAM NUMBER 9999000FED	ENY 2021	ADJ. INCREASING ENCUMBRANCE \$ 0.00
ACCOUNT 5340580	ALT ACCOUNT 5340580002	ADJ. DECREASING ENCUMBRANCE \$ 0.00
REPORTING STRUCTURE 35409206	SERVICE LOCATION 92717	UNENCUMBERED BALANCE \$ \$4,942.50

I hereby certify upon my personal knowledge that budgeted funds are available for this encumbrance.

Signature of CAL FIRE Accounting Officer

Date

RURAL FIRE CAPACITY PROGRAM TERMS AND CONDITIONS

DEPARTMENT OF FORESTRY AND FIRE PROTECTION

STATE OF CALIFORNIA Natural Resources Agency

Agreement for the Rural Fire Capacity Program of the Cooperative Forestry Assistance Act of 1978

THIS AGREEMENT, made and entered between the STATE of California, acting through the Director of the Department of Forestry and Fire Protection hereinafter called "STATE", and _____ hereinafter called "LOCAL AGENCY", covenants as follows:

RECITALS:

1. STATE has been approved as a passthrough agent of the United States Department of Agriculture, (USDA), Forest Service for the purpose of administering the Rural Fire Capacity program in California, hereinafter referred to as RFC, authorized by the Cooperative Forestry Assistance Act (CFAA) of 1978 (PL 95-313, 92 Stat 365, 16 U.S.C. 2101-2114), as amended.
2. This is a subaward under the 2021 Rural Fire Capacity Grant #21-DG-11052012-138 awarded to STATE by the Forest Service on July 21, 2021. The CFDA for the award is 10.664, Cooperative Forestry Assistance. This subaward is funded solely with Federal funds and is subject to the Office of Management and Budget (OMB) guidance in subparts A through F of 2 CFR Part 200, as adopted and supplemented by the USDA in 2 CFR Part 400, and under certain terms and conditions to LOCAL AGENCY to assist LOCAL AGENCY to upgrade its fire protection capability.
3. LOCAL AGENCY desires to participate in said RFC and agrees to the terms and conditions specified in the Procedural Guide for Rural Fire Capacity Program 2021.

NOW THEREFORE, it is mutually agreed between the parties as follows:

4. **APPROVAL:** This Agreement is of no force or effect until signed by both parties and approved by the Department of General Services, if required. LOCAL AGENCY may not commence performance until such approval has been obtained.
5. **INCORPORATION:** The Procedural Guide for Rural Fire Capacity Program 2021, submitted Application for Funding and associated Grant Assurances are hereby incorporated by reference as part of the Grant Agreement.
6. **TIMELINESS:** Time is of the essence in this Agreement.
7. **FORFEITURE OF AWARD:** LOCAL AGENCY must return this Agreement and required resolution properly signed and executed to STATE at the email address specified in paragraph 12, with a timestamp no later than December 1, 2021 or LOCAL AGENCY will forfeit the funds.

8. GRANT AND BUDGET CONTINGENCY CLAUSE: It is mutually understood between the parties that this **Agreement** may have been written for the mutual benefit of both parties before ascertaining the availability of congressional appropriation of funds, to avoid program and fiscal delays that would occur if the **Agreement** were executed after that determination was made.

This **Agreement** is valid and enforceable only if sufficient funds are made available to the STATE by the United States Government for the **State Fiscal Year 2021** for the purpose of this program. In addition, this **Agreement** is subject to any additional restrictions, limitations, or conditions enacted by the Congress or to any statute enacted by the Congress that may affect the provisions, terms, or funding of this **Agreement** in any manner.

The parties mutually agree that if the Congress does not appropriate sufficient funds for the program, this **Agreement** shall be amended to reflect any reduction in funds.

The STATE has the option to invalidate the **Agreement** under the 30-day cancellation clause or to amend the **Agreement** to reflect any reduction in funds.

9. REIMBURSEMENT: STATE will reimburse LOCAL AGENCY, from funds made available to STATE by the Federal Government, an amount not to exceed **\$4,942.50** on a 50/50 matching funds basis, for the performance of specific projects and/or purchase of specific items identified in Proposed Project, Application for Funding, attached hereto. **Reimbursement will be only for those projects accomplished and/or items purchased between THE LAST SIGNATORY DATE ON PAGE 1 and JUNE 30, 2022.** This sum is the sole and maximum payment that STATE will make pursuant to this Agreement. **LOCAL AGENCY must bill STATE at the e-mail address specified in paragraph 12, with a timestamp no later than September 1, 2022 in order to receive the funds.** The bill submitted by LOCAL AGENCY must clearly delineate the projects performed and/or items purchased. A vendor's invoice and proof of payment to vendor(s) must be included for items purchased.
10. LIMITATIONS: Expenditure of the funds distributed by STATE herein is subject to the same limitations as placed by the RFC, upon expenditure of United States Government Funds. Pursuant to 2CFR200.313 Equipment, subject to the obligations and conditions set forth in that section; title to any equipment and supplies acquired under this **Agreement** vests with the LOCAL AGENCY. For any equipment items over \$5,000, the federal government may retain a vested interest in accordance with paragraph 16 below.
11. MATCHING FUNDS: Any and all funds paid to LOCAL AGENCY under the terms of this **Agreement**, hereinafter referred to as "RFC Funds", shall be matched by LOCAL AGENCY on a dollar-for-dollar basis, for each project listed on attachment(s) hereto identified as "Proposed Project". No amount of unpaid "contributed" or "volunteer" labor or services shall be used or consigned in calculating the matching amount "actually spent" by LOCAL AGENCY.

LOCAL AGENCY shall not use RFC Funds as matching funds for other federal grants, including Department of Interior (USDI) Rural Fire Assistance grants, nor use funds from other federal grants, including USDI Rural Fire Assistance grants, as matching funds for RFC Funds.

12. ADDRESSES: The mailing addresses of the parties hereto under the terms of the Agreement are:

LOCAL AGENCY:

Attention: _____
Telephone Number(s): _____
E-mail _____

STATE:

Department of Forestry and Fire Protection
Grants Management Unit, Attn: Megan Esfandiary
P. O. Box 944246
Sacramento, California 94244-2460
PHONE: (916) 894-9845
E-MAIL: Megan.Esfandiary@fire.ca.gov

13. PURPOSE: Any project to be funded hereunder must be intended to specifically assist LOCAL AGENCY to organize, train, and/or equip local firefighting forces in the aforementioned rural area and community to prevent or suppress fires which threaten life, resources, and/or improvements within the area of operation of LOCAL AGENCY. Project funds are not to be used for research and development.
14. COMBINING: In the event funds are paid for two or more separate, but closely related projects, the 50/50 cost-sharing formula will be applied to the total cost of such combined projects.
15. OVERRUNS: In the event that the total cost of a funded project exceeds the estimate of costs upon which this Agreement is made, LOCAL AGENCY may request additional funds to cover the **Agreement** share of the amount exceeded. However, there is no assurance that any such funds are, or may be, available for reimbursement. Any increase in funding will require an amendment.
16. UNDERRUNS: In the event that the total cost of a funded project is less than the estimate of costs upon which this **Agreement** is made, LOCAL AGENCY may request that additional eligible projects/items be approved by STATE for **Agreement** funding. However, there is no assurance that any such approval will be funded. Approval of additional projects/items, not listed on the Proposed Project application, made by STATE, will be in writing and will require an amendment.
17. FEDERAL INTEREST IN EQUIPMENT: The Federal Government has a vested interest in any item purchased with RFC funding in excess of \$5,000 regardless of the length of this **Agreement**, until such time as the fair market value is less than \$5,000. The RFC percentage used to purchase the equipment will be applied to the sale price and recovered for the Government during the sale. This percentage will remain the same even following depreciation. The Federal Government may not have to be reimbursed if the disposal sale amounts to a fair market value of less than \$5,000. LOCAL AGENCY will notify STATE of the disposal of such items.

18. EQUIPMENT INVENTORY: Any single item purchased in excess of \$5,000 will be assigned an RFC Property Number by the STATE. LOCAL AGENCY shall forward a copy of the purchase documents listing the item, brand, model, serial number, any LOCAL AGENCY property number assigned, and a LOCAL AGENCY contact and return address to STATE at the address specified in paragraph 12. The STATE will advise the LOCAL AGENCY Contact of the RFC Property Number assigned.
19. AUDIT: LOCAL AGENCY agrees that the STATE, the Department of General Services, the Bureau of State Audits, or their designated representative shall have the right to review and to copy any records and supporting documentation pertaining to the performance of this **Agreement**. LOCAL AGENCY agrees to maintain such records for possible audit for a minimum of five (5) years after final payment, unless a longer period of records retention is stipulated. LOCAL AGENCY agrees to allow the auditor(s) access to such records during normal business hours and to allow interviews of any employees who might reasonably have information related to such records. Further, LOCAL AGENCY agrees to include a similar right of the State of California to audit records and interview staff in any subcontract related to performance of this **Agreement**. (GC 8546.7, PCC 10115 et seq., CCR Title 2, Section 1896).
20. DISPUTES: In the event of any dispute over qualifying matching expenditures of LOCAL AGENCY or audit findings, the dispute will be decided by STATE and its decision shall be final and binding.
21. MONITORING: LOCAL AGENCY agrees to the monitoring of activities as necessary by STATE to ensure that the award is used for authorized purposes, in compliance with Federal statutes, regulations, and the terms and conditions of the agreement; and that performance goals are achieved.
22. INDEMNIFICATION: LOCAL AGENCY agrees to indemnify, defend, and save harmless, the STATE, its officers, agents, and employees, from any and all claims and losses, accruing or resulting to any and all contractors, subcontractors, suppliers, laborers, and any other person, firm or corporation furnishing or supplying work services, materials, or supplies in connection with the performance of this **Agreement**, and from any and all claims and losses accruing or resulting to any person, firm or corporation who may be injured or damaged by LOCAL AGENCY in the performance of this **Agreement**.
23. CIVIL RIGHTS: LOCAL AGENCY agrees to comply with civil rights requirements as detailed in the Complying With Civil Rights Requirements brochure (FS-850) and the And Justice For All poster (AD-475A). The poster is to be placed at all public point of contact/reception areas.
24. DRUG-FREE WORKPLACE REQUIREMENTS: LOCAL AGENCY will comply with the requirements of the Drug-Free Workplace Act of 1990 and will provide a drug-free workplace by taking the following actions:
 - a. Publish a statement notifying employees that unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited and specifying actions to be taken against employees for violations.
 - b. Establish a Drug-Free Awareness Program to inform employees about:

- 1) the dangers of drug abuse in the workplace;
- 2) the person's or organization's policy of maintaining a drug-free workplace;
- 3) any available counseling, rehabilitation and employee assistance programs; and,
- 4) penalties that may be imposed upon employees for drug abuse violations.

c. Every employee who works on the proposed **Agreement** will:

- 1) receive a copy of the company's drug-free workplace policy statement; and,
- 2) agree to abide by the terms of the company's statement as a condition of employment on the **Agreement**.

Failure to comply with these requirements may result in suspension of payments under the **Agreement** or termination of the **Agreement** or both and LOCAL AGENCY may be ineligible for funding of any future State **Agreement** if the department determines that any of the following has occurred: (1) the LOCAL AGENCY has made false certification, or violated the certification by failing to carry out the requirements as noted above. (GC 8350 et seq.)

25. **TERM:** The term of the **Agreement** SHALL COMMENCE ON THE LAST SIGNATORY DATE ON PAGE 1 and continue through June 30, 2022.
26. **TERMINATION:** This **Agreement** may be terminated by either party giving 30 days written notice to the other party or provisions herein amended upon mutual consent of the parties hereto.
27. **AMENDMENTS:** No amendment or variation of the terms of this **Agreement** shall be valid unless made in writing, signed by the parties and approved as required. No oral understanding or **Agreement** not incorporated in the **Agreement** is binding on any of the parties.
28. **INDEPENDENT CONTRACTOR:** LOCAL AGENCY, and the agents and employees of LOCAL AGENCY, in the performance of this **Agreement**, shall act in an independent capacity and not as officers or employees or agents of the STATE or the Federal Government.
29. **INDIRECT RATE:** LOCAL AGENCY may not assess an indirect rate in excess of their Federally approved Negotiated Indirect Cost Rate Agreement (NICRA), a de minimis rate if LOCAL AGENCY does not have an approved NICRA, or the RFC program cap rate of 10%, whichever is lesser. LOCAL AGENCY may also elect not to assess an indirect rate. The approved indirect cost rate at the time of execution is 0%.
30. **MEDIA:** LOCAL AGENCY shall acknowledge STATE and USDA Forest Service support in any publications, audiovisuals and electronic media developed as a result of this award.

It is encouraged to give public notice of the receipt of this award and announce progress and accomplishments, acknowledging STATE and USDA Forest Service support. Follow direction in USDA Supplemental 2 CFR 415.2.

31. ASSIGNMENT: This Agreement is not assignable by LOCAL AGENCY either in whole or in part.

Item #5

Verbal Update

Ross Pippitt, Public Works Director and
Dave Harden, City Engineer

City Council Item #6
Staff Report

Date: November 1, 2021

To: Mayor and City Council Members

From: Donna Decker, Planning Department

Subject: Second Reading and Adoption of Ordinance 835-2021: An Ordinance of the Gridley City Council to pre-zone approximately 36.38 acres Single-Family Residential District (R-1) and 3.62 acres Open Space located on the east side of West Biggs Gridley Road (APN 022-210-092)

X	Regular
	Special
	Closed
	Emergency

Recommendation

Staff respectfully requests the City Council:

- Adopt Ordinance 835-2021, by reading of title only.

Discussion

On August 16, 2021, the City Council considered the request to annex the property and to modify the land use designations on the subject site to accommodate the development of a lot subdivision. The entitlements for this project include: An application for annexation to the City of Gridley, a General Plan Amendment, a pre-zone, the adoption of a Mitigated Negative Declaration, and a Tentative Subdivision Map. These entitlements bring the proposed subdivision into alignment with the goals of City of Gridley General Plan Housing Element and commitment to provide housing to meet its local requirements. The City Council voted (4-1) to approve Ordinance 835-2021 introducing the ordinance by reading of title only; the ordinance returns to the City Council for its second reading, becoming effective 30 days thereafter on December 1, 2021.

Public Notice

A notice was posted at City Hall, made available at the Administration public counter, and placed on the City website for review. At the time this report was prepared no comments had been received.

Environmental Review

On October 18 2021 the City Council adopted a Mitigated Negative Declaration by adopting Resolution No. 2021-R-035 for the project, finding there are no environmental impacts and/or impacts are reduced to a less than significant level.

Financial Impact

There are no direct or indirect costs to the City.

Compliance with City Council Strategic Plan or Budget Goals

This recommendation is consistent with the ongoing effort to be responsive and transparent regarding all city strategic plans and budget goals.

Attachments

1. Ordinance No. 835-2021

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF GRIDLEY TO PRE-ZONE
APPROXIMATELY 40.0-ACRES; 36.38 ACRES TO SINGLE-FAMILY RESIDENTIAL DISTRICT (R-1)
AND 3.62 ACRES OPEN SPACE (O-S) LOCATED ON THE EAST SIDE OF WEST BIGGS-GRIDLEY
ROAD (APN 022-210-092)**

WHEREAS, the Planning Commission held publicly noticed hearings on September 16, 2021, April 21, 2021, and June 16, 2021 regarding the proposal to pre-zone approximately 36.38 acres to Single-Family Residential District (R-1) and 3.62 acres Park/Open Space; and,

WHEREAS, at the close of the June 16, 2021, public hearing the Planning Commission recommended the City Council approve pre-zoning the property; and,

WHEREAS, the City Council reviewed the recommendation of the Planning Commission, considered the Initial Study and Mitigated Negative Declaration, has found that the proposed pre-zone could not have a significant effect on the environment; and,

WHEREAS, the City Council accepted the General Plan Amendment and Mitigated Negative Declaration by adopting Resolution Number 2021-R-035 on October 18, 2021; and,

WHEREAS, the City Council duly introduced Ordinance 835-2021 by reading of title only at a regular meeting of the City Council held on October 18, 2021; and,

WHEREAS, the City Council of the City of Gridley ordains as follows:

SECTION 1: The City Council finds that the pre-zone of Assessor Parcel Number 022-210-092 is consistent with the 2030 General Plan and the amendment adopted thereto as 2021-R-035.

SECTION 2: The City Council of the City of Gridley approves the pre-zone of Assessor Parcel Number 022-210-092 to 36.38 acres to Single Family Residential (R-1) and 3.62 acres Open Space.

SECTION 3: The Zoning Map of the City of Gridley on file with the City Clerk, designating and dividing the City into zoning districts, is hereby amended, in accordance with the herein description and Exhibit A.

SECTION 4: This ordinance shall be effective thirty (30) days from the date of the second reading of the ordinance.

I HEREBY CERTIFY that the foregoing ordinance for the property pre-zone of APN 022-210-092 as noted in Sections 1-4 and as shown on Exhibit A was duly introduced by reading of title only, and the second reading and adoption by reading of title only at the regular City Council meeting held on November 1, 2021, by the following vote:

AYES: COUNCIL MEMBERS

NOES: COUNCIL MEMBERS

ABSENT: COUNCIL MEMBERS

ABSTAIN: COUNCIL MEMBERS

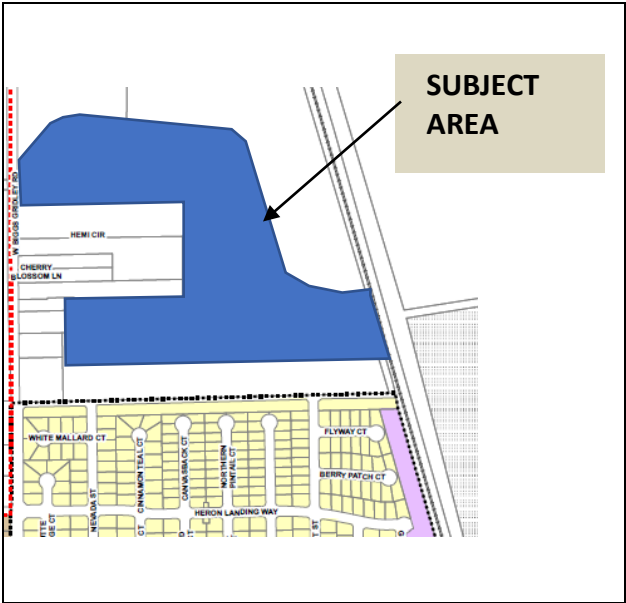
ATTEST:

APPROVE:

Cliff Wagner, City Clerk

Bruce Johnson, Mayor

EXHIBIT A



Pre-zone To:

36.38 ac R-1 Single Family Residential District
3.62 ac Park/Open Space

City Council Agenda Item #7
Staff Report

Date: November 1, 2021

To: Mayor and City Council

From: Cliff Wagner, Administrator

Subject: Consideration and Approval of proposed revision to the City's Position Classification Plan

X	Regular
	Special
	Closed
	Emergency

Recommendation

City Administrator respectfully requests that the City Council consider and approve revising the City's Position Classification Plan to incorporate that position of Human Resources Manager with the proposed salary range outlined below.

Background

The City of Gridley maintains a Position Classification Plan to implement best public employee management practices and meet the changing needs of the residents of Gridley. The City's Position Classification Plan is established in accordance with the City's Municipal Code Section 2.08.030. Section 2.03.050 of the Gridley Municipal Code authorizes the City Administrator to:

"...recommend to the city council such reorganization of officers, departments or divisions as may be indicated in the interest of efficient, effective and economical conduct of the city's business and to effect such reorganization when authorized by appropriate ordinance, resolution or motion of the city council..."

As the City Council is aware, significant residential population growth is forecasted locally due to four new residential developments consisting of approximately 167 new homes that City Council has approved in recent months. The City is also anticipating another two developments with around 248 homes in the pipeline within the next two-five years. With a planning factor of 2.68/HH, that means an additional 1112 new residents once complete. The population growth will necessarily mean additional demands on city services and necessitate an appropriate, corresponding expansion in Police, Fire, and Public Works staff.

Implementing a Human Resources Manager position will assist the City in effectively managing the future expansion of City services and staff. In addition, cities across the nation have also grappled with navigating complex COVID-19 response management plans along with a myriad of new personnel training and regulatory compliance requirements. The salary for this Mid-Management position would be consistent with that of comparable positions in the region.

	Step 1	Step 2	Step 3	Step 4	Step 5
Human Resources Manager	5,306	5,465	5,630	5,799	5,972

Fiscal Impact

Fiscal impact of adding this position will amount to approximately an additional \$80,000 per year in staff salary and benefits.

Compliance with City Council Strategic Plan or Budget Goals

The City Council and City staff are committed to engage the best possible financial practices and the highest possible transparency regarding all financial transactions. This proposal is consistent with our ongoing effort to promote financially responsible policies, be responsive and transparent regarding all financial matters, as well as be congruent with best practices.

Attachments

- The Human Resources Manager Job Description
- Human Resources Manager Average Base Salary (Sacramento)

Human Resources Manager

Job Description

DEFINITION

To perform a variety of routine-to-complex administrative, technical, analytical and professional work in the administration of the City's personnel system; to perform general human resources, administrative and labor relations support to the city administrator and related activities; and to perform related duties and responsibilities as required, and to function as a positive and cooperative team member.

DISTINGUISHING CHARACTERISTICS

This classification functions at a mid-management level of job performance with responsibility for supervising and directing clerical personnel in the administration. Employees in this classification are also responsible for significant administrative functions in support of human resources services for all Departments and City staff. This job class acts as a resource to all City personnel and in this capacity, requires strong and in-depth professional and technical knowledge and skills in all facets of the federal, state and local laws and statutes human resources pertaining to human resources. Incumbents provide administrative and labor relations support to the City Administrator and/or perform a variety of complex administrative, analytical, and customer service functions for staff and multiple departments/managers. Employees in this classification serve as the primary resource person to ensure the City's compliance with ADA, FSLA, OSHA and other employee regulations and guidelines.

SUPERVISION RECEIVED AND EXERCISED

Employees in this classification receive general supervision from the City Administrator. Employees in this classification may exercise technical and functional supervision over other clerical staff, temporary workers and/or volunteers.

EXAMPLES OF DUTIES

Duties may include but are not limited to the following:

- Assists the City Administrator with all human resource management functions, programs and special projects.
- Prepares, recommends and monitors the human resources program budget.
- Develops, evaluates, recommends and implements program goals, objectives, policies and procedures.
- Plans and coordinates recruitment and selection programs; prepares and places position advertisements; accepts applications; coordinates and/or participates in pre-employment screening and testing.
- Provides technical support to department heads with recruiting and employee management and performance issues; interprets personnel policies and procedures for managers, supervisors and staff.
- Processes personnel actions related to employment, change of status and termination.
- Coordinates and schedules orientation for new employees.
- Maintains confidential personnel files and related records.
- Coordinates and/or conducts supervisor and employee training in a variety of human resources areas as needed.
- Provides career counseling to individuals and groups of employees.

- Coordinates human resources activities with those of other City departments, divisions and outside agencies as appropriate.
- Keeps abreast of new trends, legislation and developments in government human resources administration.
- Represents the City in various meetings with outside agencies as required.
- Performs general administrative and clerical work as required, including but not limited to preparing reports and correspondence, entering computer data and preparing spreadsheets and computer-generated reports, maintaining files, completing and processing forms, copying and filing documents, sending and receiving faxes, ordering supplies, processing mail, answering the telephone, etc. Ensures the City's compliance with affirmative action, ADA, FLSA, OSHA and other regulations and guidelines.
- Assists and/or participates in labor negotiations as assigned.
- Researches, analyzes, and prepares reports on a variety of employee issues, including compensation, classification and benefits surveys and other projects as assigned.
- Plans, evaluates, and administers various employee benefit programs; assists in the administration of the City's liability and Worker's Compensation insurance programs.
- Serves as a member of various City committees, including but not limited to the employee Safety Committee and Health Committee, coordinates employee health screenings and safety programs compliance.
- **This class specification lists the major duties and requirements of the job and is not all-inclusive. Incumbents may be expected to perform job-related duties other than those contained in this document.**

EMPLOYMENT STANDARDS

Knowledge of:

- Pertinent federal, state and local laws, codes, ordinances and regulations. Modern principles and practices of public human resources management, including recruitment and selection, classification and compensation, labor relations, training, safety and health, benefits administration.
- Types of selection devices and procedures for recruiting and examining job candidates. Employee training techniques. Organizational structure and services provided by City government. Research and report preparation techniques related to a wide variety of human resources programs and projects. Budget preparation and administration.
- Modern office practices and technology, including the use of computers for word and data processing. Methods of business letter writing. English usage, spelling, grammar and punctuation. Safe work practices. Public / community relations techniques.

Ability to:

- Quickly learn the City's organization, policies and administrative/operational processes; learn the protocols and policies associated with the City's labor relations programs necessary to advance/administer of the City's labor relations and human resources programs; Understand, interpret, and carry out a variety of both oral and written instructions in an independent manner.

- Perform complex, professional human resources work with a minimum of supervision. Identify critical issues related to human resources administration. Independently design, develop and implement specialized human resources programs. Develop, administer and analyze tests and/or selection devices for a variety of occupations.
- Assist in the training and supervision of entry-level personnel. Collect, organize, analyze and interpret narrative information and statistical data. Analyze problems, identify alternative solutions, determine consequences of proposed actions, and make and implement recommendations in support of goals.
- Employ creativity, objectivity, and confidentiality in resolving problems and conflicts. Conduct meetings, make presentations, and facilitate communications in a clear, concise and positive manner. Communicate clearly and concisely, both orally and in writing. Establish and maintain effective working relationships with those contacted in the course of work. Respond appropriately, effectively, and promptly to the needs of internal and external customers.
- Establish and maintain a variety of filing, record-keeping and tracking systems. Use computers effectively for word and data processing and records management. Perform mathematical computations with accuracy.
- Establish and maintain a variety of recordkeeping/filing systems and/or databases including highly sensitive and confidential documentation and generate requested reports; Communicate effectively, tactfully and positively in both oral and written forms; Meet the physical requirements necessary to perform required duties in a safe and effective manner for self and others; Establish and maintain effective work relationships with those contacted in the performance of required duties.

TRAINING AND EXPERIENCE

Any combination of training and experience which would likely provide the required knowledge and abilities is qualifying. A typical way to obtain this knowledge and abilities would be:

Training

- Possession of a bachelor's degree from an accredited college or university in human resources, public administration, or a closely related field. Or ten years of municipal government experience.

Experience

- At least five (5) years of progressively responsible professional human resources/personnel administration management experience within a municipal government setting.

TYPICAL PHYSICAL REQUIREMENTS

Sitting for extended periods of time daily; standing and walking short distances. Minimal twisting, bending, stooping and lifting in the performance of assigned duties; Normal manual dexterity and eye-hand coordination required; repeated hand-wrist movement required. Corrected vision to normal range; normal hearing and talking is required, verbal communications required; ability to use a variety of office equipment and machines as referenced. Good memory and recall are necessary for the accurate and timely transfer of information.

TYPICAL WORKING CONDITIONS

Assigned work is normally performed in an office environment; Continuous contact with other staff, citizens, other agencies, and businesses as well as the general public.

United States / Job / Human Resources (HR) Manager

Average Human Resources (HR) Manager Salary in Sacramento, California

Pay

Job Details

Skills

Job Listings

\$73,383 / year ▾

Avg. Base Salary (USD)



Base Salary ⓘ

\$58k - \$95k

Bonus

\$1k - \$12k

Profit Sharing

\$0 - \$8k

Total Pay ⓘ

\$54k - \$100k

Based on 113 salary profiles (last updated Sep 17 2021)

Is Average Human Resources (HR) Manager Salary in Sacramento, California your job title? Find out what you should be paid

Use our tool to get a personalized report on your market worth. [What's this?](#)

Location:

Biggs, California

United States [\(change\)](#)

Years in Field/Career:

Find your market worth »

How it works:

- 1 Enter city & years of experience
- 2 Add pay factors like skills & education
- 3 Find your market worth with a report tailored to you

EXPLORE BY:

City

Experience

Skill

Job

Featured Content

Remote Work

New research shows how to set pay for remote employees

Gender Pay Gap

New research shows that each woman experiences the disparity of gender pay gap in different ways, depending on her position, age, race and education.

Compensation Best Practices Report

From compensation planning to variable pay to pay equity analysis, we surveyed 4,900+ organizations on how they manage compensation.

Subscribe to our newsletter

Email address

Subscribe

What is the Pay by Experience Level for Human Resources (HR) Managers?

Early Career	▼ 9%
Mid Career	▼ 2%
Late Career	▲ 3%
Experienced	▲ 16%

An early career Human Resources (HR) Manager with 1-4 years of experience earns an average total compensation (includes tips, bonus, and overtime pay) of \$66,997 based on 34 salaries. A mid-career Human Resources (HR) Manager with 5-9 years of experience earns an average total compensation of \$71,711 based on 30 salaries. An [...Read more](#)

What Do Human Resources (HR) Managers Do?

A human resources (HR) manager oversees policies, procedures and compliance relating to employees for their organization. They ensure all human resources activities are in compliance with local, state and federal laws, as well as implement and oversee programs related to employee benefits and initiatives. Insurance programs, flexible work arrangement programs, maternity leave, open enrollment programs, and vacation and sick leave benefits are overseen by the human resources manager as well. [...Read more](#)

Find your market worth – how it works:

Enter your job title:

Get your salary report »

Gender Breakdown

Female	Male	Prefer to self-define
84.1%	10.1%	5.8%

This data is based on 69 survey responses. Learn more about [the gender pay gap](#).

Common Health Benefits

Medical	Dental
80%	71%
Vision	None
63%	19%

