

Gridley City Council – Regular Meeting Agenda

Monday, March 2, 2026; 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 March 2nd, 2026, via email to csantana@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/83182968087?pwd=ZOslVlnCebb41l48XOmAFMcNkQkaCt7.1>

Passcode:555146

CALL TO ORDER - Mayor Farr

ROLL CALL

PLEDGE OF ALLEGIANCE – Councilmember Sanchez

PROCLAMATION – None

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. Council Meeting Minutes

City Council to review and approve City Council minutes

Recommended Action(s):

- a. Approve special City Council meeting minutes dated January 29th and February 2nd, 2026
- b. Approve regular City Council meeting minutes dated January 20th, February 17th, 2026

2. Final Wage Compensation Study

Formal acceptance and filing of wage compensation study provided by Bryce Consulting

Recommended Action(s):

- a. City Council to formally accept the Wage Compensation Study so it may be finalized and officially filed

3. RSG Contract Renewal

Council to review and consider approving the contract renewal with RSG for FY 2026/2027, providing consulting services to the Successor Agency of the former Redevelopment Agency of the City of Gridley

Recommended Action(s):

- a. Approve the contract renewal for FY 2026/2027
- b. Authorize City Administrator to execute any necessary documents

4. Direct Pay Contract with the California Department of Community Services and Development (CSD)

Council to review and consider approving annual contract for city to continue to receive direct payments for utility assistance programs processed by the California Department of Community Services and Development (CSD), Home Energy Assistance Program (HEAP)

Recommended Action(s):

- a. Approve the 2026 Direct Payment Contract with the California Department of Community Services and Development (CSD) for participation in the Home Energy Assistance Program (HEAP); and
- b. Authorize the City Administrator to execute the agreement and any related program documents, subject to City Attorney review.

ITEMS FOR CONSIDERATION –

5. FY 2024/2025 Financial Statements and Independent Audit Report

Council to review and approve the 2024/2025 Financial Statements and Independent Auditors Report

Recommended Action(s):

- a. Approve the financial statements and independent audit report for FY 2024/2025

6. Solid Waste Rates (Waste Management)

Council to consider proposed solid waste rate adjustments under the existing Waste Management agreement.

Recommended Action(s):

Receive and file this report confirming:

- a. The existing Waste Management agreement authorizes annual Consumer Price Index (CPI) adjustments of up to five percent (5%);
- b. In addition, the agreement provides for Extraordinary Service Fee Review Request I adjustments for documented extraordinary expenses to include "Processing facility and disposal facility/landfill tip fees that are not regulated by the Company." Waste Management seeks an Extraordinary Fee Increase of an additional 1.79% as a result of increased fees at the County operated Neal Road landfill.
- c. The City's Proposition 218 noticing and public hearing process preserved compliance with Article XIII D of the California Constitution while fulfilling the City's contractual obligations under the existing agreement for the extraordinary fee increase landfill costs and
- d. Approve proposed solid waste increases pursuant to the terms of 2024 Waste Management Agreement.

7. Maintenance Assessment District No. 8 – Steffen Estates Subdivision

City Council to review Resolution No. 2026-R-005: a resolution declaring the intention to form Maintenance Assessment District No. 8

Recommended Action(s):

- a. Preliminarily approve the Engineer's Report for Maintenance Assessment District No. 8 (Steffen Estates Subdivision);
- b. Adopt the Resolution Declaring the Intention to Form Maintenance Assessment District No. 8; and
- c. Set a public hearing date at least forty-five (45) days following the mailing of assessment ballots, in accordance with Article XIII D of the California Constitution

8. Planning Commission Vacancy Announcement

Announcement of three Planning Commission vacancies and call for applications

Recommended Action(s):

- a. No action necessary

9. Council Committee Appointments

Review of current Council committee appointments

Recommended Action(s):

- a. Provide input regarding committee appointments for the 2026 calendar year

COUNCIL COMMITTEE REPORTS - *Brief reports on conferences, seminars, and meetings attended by the Mayor and City Council members, if any.*

CITY ADMINISTRATOR REPORTS - *Brief updates and reports on conferences, seminars, and meetings attended by the City Administrator, if any.*

DEPARTMENT UPDATE REPORTS - *Brief updates and reports on City services as it pertains to each department, if any.*

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

Energy Efficiency Contract Review	3/16/2026
Randolph Lot Use Agreement - GUSD	3/16/2026
Steffen Estates Maintenance Assessment District Draft	3/16/2026
Expenditure Reports	3/16/2026

CLOSED SESSION –

10. Conference with Labor Negotiators Cal. Gov. Code Section 54957.6: Unrepresented Employee: City Administrator Elisa Arteaga.

11. Public Employment: Title: Public Works Director (Cal Gov. Code Section 54957)

12. Public Employment: Title: Electrical Director (Cal Gov. Code Section 54957)

ADJOURNMENT – adjourning to a regular meeting on March 17th, 2026

NOTE 1: POSTING OF AGENDA- This agenda was posted on the public bulletin board at City Hall at or before 6:00 p.m., February 27th, 2026. 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.

Gridley City Council – Regular Meeting Minutes

Tuesday, January 20, 2026; 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

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

ROLL CALL

Present: Johnson, Roberts, Calderon, Sanchez
Absent: Farr
Arriving after roll call: None

Staff Present: Elisa Arteaga, City Administrator
Landon Little, Deputy City Attorney
Martin Pineda, Finance Director
Jerry Cox, Public Works Director
Todd Farr, Police Chief
Jason Dyer, Fire Chief
Christopher Smith, Principal Planner
Carmen Santana, Deputy City Clerk

PLEDGE OF ALLEGIANCE

Councilmember Roberts led the Pledge of Allegiance.

PROCLAMATION – None

INTRODUCTION OF NEW OR PROMOTED EMPLOYEES

Former Fire Chief Chip Fowler introduced Jason Dyer, the new Cal Fire Division Chief serving the City of Gridley.

COMMUNITY PARTICIPATION FORUM

Brenda Narayan, PG&E Government Affairs Representative, addressed the Council to thank them for their recent collaboration during the scheduled power outage. She also informed the Council that PG&E customers can expect gas rates to decrease by 3%.

CONSENT AGENDA

1. City Council Minutes

City Council to review and approve regular City Council minutes

Recommended Action(s):

- a. Approve regular City Council meeting minutes dated December 15th, 2025
- b. Approve special City Council meeting minutes dated November 3rd and December 15th, 2025, and January 5th, 2026

2. Volunteer Fire Assistance Grant

City Council to review and approve the Cal Fire Cooperative Fire Protection Grant Agreement #7FG25022

Recommended Action(s):

- a. Approve Resolution 2025-R-001: a Resolution approving the Cal Fire Cooperative Fire Protection Grant Agreement #7FG25022
- b. Authorize Mayor to execute necessary documents

ROLL CALL

Motion: Roberts

Second: Johnson

Action: approve consent agenda as presented

Ayes: Roberts, Calderon, Johnson, Sanchez

Noes: None

Absent: Farr

Abstain: None

Motion passed, 4-0

ITEMS FOR CONSIDERATION –

3. Comprehensive Cost Allocation, and Master Fee Study Contract Award

City Council to review and consider award of contract for the Comprehensive Cost Allocation, and Master Fee Study to Matrix Consulting Group.

Recommended Action(s):

- a. Award the Comprehensive Cost Allocation, and Master Fee Study to Matrix in the amount of \$34,000
- b. Authorize City Administrator to execute any necessary agreements

Finance Director Martin Pineda presented the item and advised the Council that, to his knowledge, the City has not previously completed a comprehensive master fee study and cost allocation plan. He explained that the purpose of the study is to ensure the City is appropriately charging the public for services provided at City Hall and that the City is accurately recovering its overhead costs. He also noted that the study would identify any services the City may be able to charge for that are not currently being billed.

The firm recommended for award, Matrix Consulting Group, has worked with nearby cities such as Paradise and Chico, both of which provided positive references.

Councilmember Calderon expressed concern regarding potential impacts to the public.

Councilmember Sanchez asked whether the proposed cost of \$34,000 was reasonable for the scope of services, to which Director Pineda responded that the amount was lower than he had anticipated.

Councilmember Johnson stated that, if any fees are adjusted, he would like to ensure the City's median income levels are taken into consideration.

ROLL CALL

Motion: Calderon

Second: Roberts

Action: Award the Comprehensive Cost Allocation, and Master Fee Study to Matrix in the amount of \$34,000 and authorize City Administrator to execute any necessary agreements

Ayes: Roberts, Calderon, Johnson, Sanchez

Noes: None

Absent: Farr

Abstain: None

Motion passed, 4-0

4. On-Call Professional Planning Services

City Council consideration of approval of Professional Services Agreements with seven qualified firms to provide on-call planning and related professional services as needed.

Recommended Action(s):

- a. Authorize the City Administrator to execute the professional agreements with each firm, and
- b. Authorize the City Administrator to issue task orders in accordance with their terms and applicable procurement policies as needed

Principal Planner Christopher Smith presented the staff report and recommended that the Council approve professional services agreements with seven firms for on-call planning services. He explained that this arrangement is intended to serve as a backup, as the Planning Department currently consists of one staff member and the City is receiving an increasing number of project

submittals requiring additional review, as well as specialized documents that may require subject-matter expertise.

Mr. Smith further explained that, when services are needed, a task order would be issued requesting proposals for the specific scope of work, and the task would then be awarded to the firm best suited for that particular need. He briefly introduced each of the seven firms and highlighted their respective areas of specialty.

ROLL CALL

Motion: Sanchez

Second: Calderon

Action: Authorize the City Administrator to execute the professional agreements with each firm, and authorize the City Administrator to issue task orders in accordance with their terms and applicable procurement policies as needed

Ayes: Roberts, Calderon, Johnson, Sanchez

Noes: None

Absent: Farr

Abstain: None

Motion passed, 4-0

5. Gridley Vierra Park – Snack Bar Building HVAC Replacement

City Council to review attached HVAC proposals to replace the unit at the Gridley Vierra Park Snack Bar Building

Recommended Action(s):

- a. Approve the replacement of the HVAC system at the Gridley Vierra Park snack bar building and authorize staff to proceed with Dake Bros Heating and Air LLC in the amount of \$8,240
- b. Authorize Public Works Director to execute any necessary documents

City Administrator Arteaga presented the item to the Council and advised that the recommendation to repair the HVAC system at the snack bar building at Manuel Vierra Park, and to award the contract to Dake Bros Heating and Air LLC, resulted from multiple meetings and discussions with the Public Works Ad-Hoc Committee.

She explained that the need for repairs was first identified in the summer of 2025 and emphasized the importance of completing the work prior to the spring season, when the facility is primarily used by the Gridley Little League.

Councilmember Calderon stated that the Rotarians had approached him and expressed interest in assisting with needed repairs or upgrades at the park. Public Works Director Jerry Cox noted that he has also spoken with the group and has provided them with the process for moving forward.

ROLL CALL

Motion: Roberts

Second: Sanchez

Action: Approve the replacement of the HVAC system at the Gridley Vierra Park snack bar building and authorize staff to proceed with Dake Bros Heating and Air LLC in the amount of \$8,240 and authorize Public Works Director to execute any necessary documents

Ayes: Roberts, Calderon, Johnson, Sanchez

Noes: None

Absent: Farr

Abstain: None

Motion passed, 4-0

COUNCIL COMMITTEE REPORTS

Councilmember Roberts reported on his attendance at the Chamber of Commerce meeting.

Vice Mayor Johnson reported on his attendance at the LAFCo meeting.

CITY ADMINISTRATOR REPORTS

City Administrator Arteaga reported that she attended the quarterly Butte County City Managers meeting and also held multiple in-house meetings with representatives of the IBEW.

DEPARTMENT UPDATE REPORTS

6. Update to Litigation Regarding 110 and 390 Virginia St. – Deputy City Attorney Landon Little

Deputy City Attorney Landon Little provided the Council with a brief update on the status of each abatement property.

7. Quarterly Investment Update – Finance Director Martin Pineda, Business Services Supervisor Miguel Chavez

Finance Director Martin Pineda, and Business Services Supervisor Miguel Chavez gave a quarterly investment update. Pineda further reported on the completion of the TDA audit,

8. Police Department Quarterly Report – Police Chief Todd Farr

Police Chief Todd Farr briefly reported on the quarterly activity statistics for the Gridley Police Department and provided a brief highlight of Biggs' numbers as well.

Fire Chief Jason Dyer provided the Council with an update on Fire Department activities for the month of December.

Public Works Director Jerry Cox reported on storm-related work conducted by the Public Works Department.

Principal Planner Christopher Smith provided the Council with a brief update on the current status of active planning projects.

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

Energy Efficiency Contract Review	2/2/2025
Randolph Lot Use Agreement - GUSD	2/2/2025
Public Works – Sewer Grinder Repair	2/2/2025
Engineering – City Standards	2/2/2025

CLOSED SESSION –

9. Closed session discussion with legal counsel pursuant to Government Code 54956.95 – Liability Claim of Joseph Martin

ROLL CALL

Motion: Roberts

Second: Johnson

Action: claim rejected.

Ayes: Roberts, Calderon, Johnson, Sanchez

Noes: None

Absent: Farr

Abstain: None

Motion passed, 4-0

10. Pursuant to Government Code 54957.6: Conference with Labor Negotiator, Elisa Arteaga, City Administrator, for discussion of progress of collective bargaining discussions with City Employee represented classes – IBEW

No reportable action.

ADJOURNMENT

With no further items left to discuss, Vice Mayor Johnson adjourned to the next regular meeting on February 2, 2026.

Approve: _____

DRAFT

Gridley City Council – Special City Council Meeting Minutes

Thursday, January 29, 2026; 3:00 pm
Gridley City Hall, 685 Kentucky Street, Gridley, CA 95948

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CALL TO ORDER

Vice Mayor Johnson called the meeting to order at 3:00 pm.

ROLL CALL

Present: Johnson, Calderon, Sanchez
Absent: Farr (recused himself), Roberts (recused himself)
Arriving after roll call: None

Staff Present: Elisa Arteaga, City Administrator
Landon Little, Deputy City Attorney
Todd Farr, Police Chief
Martin Pineda, Finance Director
Patricia Taverner, Human Resources Manager
Carmen Santana, Deputy City Clerk

COMMUNITY PARTICIPATION FORUM

The community forum was opened, and seeing as no one was present to speak, was closed.

CONSENT AGENDA - None

ITEMS FOR CONSIDERATION

1. Memorandum of Understanding (IBEW)

City Council to review and approve the MOU for the International Brotherhood of Electrical Workers (IBEW) Local Union 1245

Recommended Action(s):

- a. Approve Resolution No. 2026-R-002: A Resolution of the City Council of the City of Gridley Approving the Memorandum of Understanding Between the IBEW Local Union 1245 and the Gridley City Council

It was noted for the record that Mayor Farr and Councilmember Roberts recused themselves and were not present for any part of the meeting or discussion on the matter.

City Administrator Elisa Arteaga presented the item and advised the Council that revisions to the MOU are still needed and will be reviewed by IBEW. She provided a brief overview of the changes made to date, as well as the tentative salary schedule changes and the budget adjustments that will be required to cover costs not accounted for in the previously adopted budget.

Although additional language updates to the MOU are necessary and the resolution was not ready for adoption at this meeting, staff requested direction to proceed with the previously agreed-upon salary amounts in order to issue retroactive pay to employees before year-end, allowing the amounts to be reflected on W-2s.

ROLL CALL

Motion: Johnson

Second: Sanchez

Action: approve an emergency action to proceed with the tentatively agreed-upon salary schedules in order to issue retroactive pay before the deadline for issuing accurate W-2s.

Ayes: Calderon, Johnson, Sanchez

Noes: None

Absent: Farr, Roberts

Abstain: None

Motion passed, 3-0

CLOSED SESSION - None

ADJOURNMENT

With no further items left to discuss, Vice Mayor Johnson adjourned to the next regular meeting on February 2nd, 2026.

Approve: _____
Elisa Arteaga, City Administrator

Gridley City Council – Special City Council Meeting Minutes

Monday, February 2, 2026; 5:30 pm
Gridley City Hall, 685 Kentucky Street, Gridley, CA 95948

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CALL TO ORDER

Mayor Farr called the meeting to order at 5:30 pm.

ROLL CALL

Present: Johnson, Roberts, Calderon, Sanchez, Farr
Absent: None
Arriving after roll call: None

Staff Present: Elisa Arteaga, City Administrator
Landon Little, Deputy City Attorney
Martin Pineda, Finance Director
Jerry Cox, Public Works Director
Todd Farr, Police Chief
Jason Dyer, Fire Chief
Christopher Smith, Principal Planner
Ryan Carlson, Electric Director
Carmen Santana, Deputy City Clerk

COMMUNITY PARTICIPATION FORUM

The community forum was opened, and seeing now one was present to speak, was closed.

CONSENT AGENDA – None

ITEMS FOR COUNCIL CONSIDERATION – None

STUDY SESSION

1. Mid-Year Budget Review - FY 25/26

City Council to conduct a study session for the mid-year budget review for fiscal year 2025/2026

Recommended Action(s):

- a. Conduct a study session

Mayor Farr opened the study session. Finance Director Martin Pineda presented the mid-year budget for Council's review and highlighted the changes reflected in the budget report included in the Council packets.

Councilmember Calderon asked about the increase in the engineering budget. Director Pineda clarified that the increase reflects costs allocated for all engineering services and is not limited to Bennett Engineering.

Pat Coghlan, Gridley resident, asked about the \$80,000 increase in the Sewer Plant account. Director Pineda explained that the annual service invoice for that facility had been received and was being accounted for in that line item.

Following brief Council discussion, the study session was closed.

CLOSED SESSION – None

ADJOURNMENT

Mayor Farr adjourned to the next regular meeting on February 2, 2026.

Approve: _____
Elisa Arteaga, City Administrator

Gridley City Council – Regular Meeting Minutes

Tuesday, February 17, 2026; 6:00 pm
Gridley City Hall, 685 Kentucky Street, Gridley, CA 95948

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CALL TO ORDER

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

ROLL CALL

Present: Johnson, Roberts, Calderon, Sanchez, Farr

Absent: None

Arriving after roll call: None

Staff Present: Elisa Arteaga, City Administrator
Landon Little, Deputy City Attorney
Martin Pineda, Finance Director
Jerry Cox, Public Works Director
Ryan Carlson, Electric Director
Todd Farr, Police Chief
Jason Dyer, Fire Chief
Christopher Smith, Principal Planner
Dave Harden, City Engineer
Carmen Santana, Deputy City Clerk

PLEDGE OF ALLEGIANCE

Vice Mayor Johnson led the Pledge of Allegiance.

PROCLAMATION – None

INTRODUCTION OF NEW OR PROMOTED EMPLOYEES - None

COMMUNITY PARTICIPATION FORUM

The community forum was opened, and seeing no one was present to speak, was closed.

CONSENT AGENDA - None

PUBLIC HEARING

1. Council Meeting Minutes - Tabled

City Council to review and approve City Council minutes

Recommended Action(s):

- a. Approve special City Council meeting minutes dated January 29th

The item was tabled due to its incorrect placement on the Public Hearing agenda instead of the consent agenda.

ITEMS FOR CONSIDERATION –

2. Labor Negotiations – Appointment of Designated Labor Negotiator

Council is asked to appoint a designated agent for labor negotiations with the City Administrator. For convenience and efficiency, it is recommended that Deputy City Attorney Landon Little serve in this role.

Recommended Action(s):

- a. Appoint Deputy City Attorney Landon Little as the City's designated labor negotiator for negotiations with the City Administrator.

Deputy City Attorney Landon Little requested that the Council appoint him as the designated agent to serve as the labor negotiator between the City Administrator and the Council during the later closed session.

ROLL CALL

Motion: Johnson

Second: Roberts

Action: approve Landon Little to act as the designated labor negotiator

Ayes: Roberts, Calderon, Johnson, Sanchez, Farr

Noes: None

Absent: None

Abstain: None

Motion passed, 5-0

3. Approval of Recreation Manager Job Description and Salary Range

Council to review and consider approving the creation of the Recreation Manager job description and corresponding salary range.

Recommended Action(s):

- a. Approve, and adopt the Recreation Manager job description and associated salary range of \$4,301 to \$5,764 per month, with placement within Steps 1 through 7 of the salary range

- b. Authorize staff to proceed with recruitment.

City Administrator, Elisa Arteaga presented the item and requested Council approval of the job description and salary range for the Recreation Manager position. She reviewed the current positions within the Recreation Department and outlined key functions that are presently missing, noting that the Recreation Manager would assume more direct responsibility for the department budget and for pursuing additional grant funding.

Councilmember Calderon stated that he would like the Recreation Manager to establish a vision specific to Gridley and be held to that vision throughout their employment.

ROLL CALL

Motion: Roberts

Second: Sanchez

Action: approve the job description and salary range for the Recreation Manager position

Ayes: Roberts, Calderon, Johnson, Sanchez, Farr

Noes: None

Absent: None

Abstain: None

Motion passed, 5-0

4. Gridley Sports Complex Ph 1 – Amendment #4 for Additional Geotechnical Study for Unsuitable Site Conditions

Council to review the preliminary results from the seven previously approved borings at the Sports Complex and consider authorizing Amendment 4 to Task Order 16-607-402 with Bennett Engineering Services (BENEN) to conduct an additional geotechnical study for the sports lighting foundation design, in the amount of \$20,982.50.

Recommended Action(s):

- a. Authorize the City Administrator to execute amendment 4 to task order 16-607-402 with Bennett Engineering Services (BENEN) to include Additional Geotechnical Study for the sports lighting foundation design in the amount of \$20,982.50.

City Engineer, Dave Harden presented the item and explained that, following previous field explorations identified high groundwater and loose, sandy, unsuitable soils at the planned sports lighting locations, therefore, an amendment to the task order is necessary. The amendment would include an additional geotechnical study for the sports lighting design, specifically a Class F Site Response Analysis as required by the California Building Code.

Councilmember Sanchez expressed concern regarding the increasing project costs, noting that the budget is already over the grant-funded amount.

ROLL CALL

Motion: Johnson

Second: Roberts

Action: Authorize the City Administrator to execute amendment 4 to task order 16-607-402 with Bennett Engineering Services (BENEN) to include Additional Geotechnical Study for the sports lighting foundation design in the amount of \$20,982.50

Ayes: Roberts, Calderon, Johnson, Sanchez, Farr

Noes: None

Absent: None

Abstain: None

Motion passed, 5-0

5. Fencing for 110 Virginia Street – Receivership Property

Council to review and discuss fencing options for 110 Virginia Street, Gridley.

Recommended Action(s):

- a. Installation of temporary fencing at 110 Virginia Street, selecting either L&M Rental Fence, Inc. or VSB Systems, **or**
- b. Installation of permanent fencing through Wireman Fence Products and
- c. Authorize Public Works director to execute necessary documents and coordinate the installation of fencing, **or**
- d. Delay fencing pending the outcome of the potential sale of the property.

City Administrator Elisa Arteaga presented the item as a follow-up to prior direction from Council to explore fencing the property. Deputy City Attorney Landon Little provided an update, stating that the receiver is currently negotiating a possible sale. He explained that if the sale occurs, the City Council could require the new owner to fence the property within an agreed-upon timeframe, and that the sale price will be subject to court approval.

Councilmember Sanchez suggested that the City consider purchasing the property. Police Chief Todd Farr stated that he supports the City fencing the property sooner rather than waiting to see if the sale would be completed.

ROLL CALL

Motion: Johnson

Second: Roberts

Action: Approve the installation of temporary fencing with the company able to provide the quickest installation between L&M or VSB and authorize the Public Works Director to execute all necessary documents and coordinate the installation.

Ayes: Roberts, Calderon, Johnson, Sanchez, Farr

Noes: None

Absent: None

Abstain: None
Motion passed, 5-0

COUNCIL COMMITTEE REPORTS

Councilmember Calderon informed the Council that his term with Butte County Environmental Health was ending and asked whether the Council would like him to continue serving on behalf of the City. No Councilmembers opposed his continuation.

Vice Mayor Johnson reported on his attendance at the Butte County Mosquito and Vector Control District meeting.

CITY ADMINISTRATOR REPORTS

City Administrator, Elisa Arteaga provided brief updates on several meetings she attended, including meetings with PG&E and the League of California Cities City Managers' conference.

DEPARTMENT UPDATE REPORTS

6. Update to Litigation Regarding 110 and 390 Virginia St. – Deputy City Attorney Landon Little

Deputy City Attorney Landon Little stated that his report regarding 110 Virginia was addressed during Item 5. regarding 390 Virginia Street. The receiver is still attempting to locate the property owner to serve the papers and provide notice of the court hearing.

Fire Chief Dyer reported on recent Fire Department activities at 110 Virginia Street and department statistics and training conducted by Captain Mattos.

Police Chief Todd Farr provided updates on recent activities of the Gridley Police Department, including participation in the Red Suspenders planning meeting.

Public Works Director Jerry Cox reported on Public Works' involvement in the Red Suspenders planning meeting and provided an update on recently completed departmental tasks.

City Engineer Dave Harden reported on a recent meeting with BCAG regarding funding opportunities for the City.

Electric Director Ryan Carlson reported on a meeting with PG&E, noting that the upcoming power disruption has been postponed, allowing for improved coordination.

Principal Planner Christopher Smith provided updates on ongoing planning projects.

Finance Director Martin Pineda reported that the City Council can expect the audit to be presented at the next meeting.

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

Energy Efficiency Contract Review	3/2/2026
Randolph Lot Use Agreement - GUSD	3/2/2026
Steffen Estates Maintenance Assessment District Draft	3/2/2026
FY 2024-2025 Financials Approval	3/2/2026

CLOSED SESSION –

7. Conference with Labor Negotiators Cal. Gov. Code Section 54957.6: Unrepresented Employee: City Administrator Elisa Arteaga.
8. Conference with Legal Counsel - Determination of whether closed session authorized as a result of significant exposure to litigation against the City pursuant to Cal. Gov. Code Section 54956.9(b)(2).
9. Conference with Legal Counsel – Anticipated Litigation. Significant exposure to litigation pursuant to subdivision (b) of Section 54956.9: 1 case.
10. Public Employment: Title: Public Works Director (Cal Gov. Code Section 54957)
11. Public Employment: Title: Electrical Director (Cal Gov. Code Section 54957)

City Council came out of closed session at 7:49 with no reportable action.

ADJOURNMENT

With no further items left to discuss, Mayor Farr adjourned to the next regular meeting on March 2nd, 2026.

Approve: _____
Elisa Arteaga, City Clerk

City Council Agenda Item #2
Staff Report

Date: March 2nd, 2026
To: Mayor and City Council
From: Elisa Arteaga, City Administrator
Subject: Formal Acceptance and Filing of Wage Compensation Study Provided by Bryce Consulting

X	Regular
	Special
	Closed
	Emergency

Recommendation

City staff recommends that the City Council formally accept the Wage Compensation Study provided by Bryce Consulting so it may be finalized and officially filed

Background

The City Council, City Administrator, and represented employee unions Gridley Police Officers Association (GPOA) and International Brotherhood of Electrical Workers 1245 (IBEW) have utilized the findings from the Wage Compensation Study as a tool to negotiate the terms of individual labor contracts. With negotiations now concluded, City staff seeks to formally file the study for record-keeping and public access.

The purpose of the study was to evaluate external market competitiveness, assess internal equity relationships, review comparator agency data, provide objective compensation benchmarks; and assist the City in developing a long-term compensation strategy aligned with fiscal sustainability.

The consultant evaluated classifications across all represented and unrepresented positions. The City's compensation structure was compared to similarly situated public agencies. The final report has been completed and is attached for Council file and review.

The Wage Compensation Study is intended to serve as an advisory tool only. Acceptance of this report does not amend any existing Memorandum of Understanding (MOU), authorize automatic wage adjustments, obligate the City to implement any specific recommendation; and does not constitute a binding compensation commitment. For represented employees, any potential compensation adjustments must occur through the collective bargaining process pursuant to the Meyers-Milias-Brown Act (Government Code §3500 et seq.). For unrepresented classifications, any future compensation changes would require separate City Council action by resolution.

The study provides data-driven benchmarks to assist Council in evaluating labor proposals, maintaining competitive recruitment and retention practices, ensuring internal equity and aligning compensation decisions with long-term fiscal capacity. Presentation of the study in

open session supports transparency and provides the public with insight into the methodology and findings underlying compensation agreements.

Receiving and filing the Wage Compensation Study supports the City's commitment to organizational improvement transparent governance, responsible fiscal management and workforce recruitment and retention.

Financial Impact

There is no direct fiscal impact associated with receiving and filing the Wage Compensation Study. Any fiscal impacts, if any, would occur only upon separate Council authorization of negotiated agreements or compensation adjustments.

Compliance with City Council Strategic Plan or Budget Goals

This action supports the City's transparency goals by making the Wage Compensation Study publicly available through formal filing.

Attachments

Wage Compensation Study Report

BRYCE
CONSULTING

CITY OF GRIDLEY
2025 TOTAL COMPENSATION STUDY



Submitted by:

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June 2025

TABLE OF CONTENTS

Section I	Project Overview	3
Section II	Compensation Survey Parameters	4
Section III	Compensation Survey Results	9
Section IV	Salary Recommendations	17
Appendix A	Compensation Survey Data Sheets	A
Appendix B	Miscellaneous Benefit Data	B
Appendix C	Salary Recommendations	C

SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the City of Gridley to conduct a comprehensive compensation study of City classifications. This report includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results
- Section IV Salary Recommendations

STUDY OBJECTIVES

The study consisted of the following objectives:

- Collect and analyze base salary and benefit data for the selected survey classes.
- Calculate labor market median and the percentage the City of Gridley is from the labor market for each survey classification.
- Develop salary recommendations that are consistent with the market and internally sound.

STUDY METHODOLOGY

To achieve the above objectives, the following tasks have occurred:

- The consultant confirmed the survey parameters including survey agencies, survey classifications, and data elements with the City Administrator.
- The consultant collected salary and benefit data as well as job descriptions and budgets to confirm the comparability from each of the agencies identified.
- Once the data was collected and analyzed, the consultant prepared the necessary spreadsheets with calculations for the median which were reviewed with the City Administrator prior to finalizing the data.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the City's "Labor Market". A labor market consists of those employers with whom the City competes for employees. The criteria typically utilized in identifying those employers includes the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the City are likely to have departmental structures and organization of positions more similar to the City than organizations that are significantly larger or smaller in size.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the City must directly compete with to recruit and retain quality staff.
- **NATURE OF SERVICES PROVIDED** - As a general rule, similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees.
 - These employers are most likely to have comparable jobs.
 - These employers are most likely to have similar organizational characteristics.

LABOR MARKET

Table 1, below, displays the survey agencies recommended to, and approved by the City. All agencies participated in the study.

Table 1 Labor Market Agencies
Chico
Colusa
Grass Valley
Live Oak
Marysville
Nevada City
Orland
Oroville
Williams
Yuba City
<i>Electric Classes Only</i>
Healdsburg
Lassen Municipal Utility District
Lodi
Plumas Sierra Rural Electric Cooperative
Redding
Roseville
Shasta Lake
Truckee Donner Public Utility District
Ukiah

SURVEY CLASSES

Survey classes are a representative sample of all classes within the City’s classification plan and provide a reference point for subsequent salary determinations of classifications not surveyed. Survey classifications should generally be selected utilizing the following criteria:

- They should have a significant relationship to other classes in their occupational group. This ensures that they will make good reference points in relating and establishing salaries for other classes within their occupational group.
- They should be reasonably well known and able to be clearly and concisely described. This enables the consultant to more easily communicate with survey employers in establishing accurate comparability for the survey classes.
- They should have counterparts that can readily be found in other agencies so that sufficient compensation data can be gathered.

Table 2 displays the survey classifications.

TABLE 2 SURVEY CLASSIFICATIONS
Accountant I
Accounting Technician
Administrative Secretary
Administrative Service Clerk II
Animal Control Officer
Assistant Finance Director
Business Services Supervisor
City Administrator
Code Enforcement Officer
Community Services Officer
Deputy City Clerk
Electric Line Worker
Electric Supervisor
Electric Utility Director
Electrical Ground Support Worker
Finance Director
Human Resources Manager
Maintenance Supervisor
Maintenance Worker II
Planning Technician
Police Chief

TABLE 2 SURVEY CLASSIFICATIONS
Police Lieutenant
Police Officer
Police Sergeant
Principal Planner
Public Safety Dispatcher and Records Supervisor
Public Safety Dispatcher
Public Works Director
Recreation Coordinator
Recreation Director
Transit Vehicle Operator
Utility Technician

SURVEY SCOPE

The scope of the survey included the labor market agencies presented in this report. The data elements included:

- Title of each comparable class
- Maximum base salary
- Deferred compensation paid by employer
- Longevity Pay paid by the employer at year 10
- Certification/Education Incentive Pay
- Uniform allowance (sworn only)
- Bilingual pay
- Cafeteria, health, dental and vision plan premiums paid by the employer
- Life Insurance plan premium paid by the employer
- Long-Term Insurance paid by the employer
- Retiree Health Insurance
- Social Security
- Employer’s portion of retirement paid by employee
- Mou expiration
- Date and amount of next cost of living increase
- Retirement practices (retirement benefit, plan, formula, employer’s cost)
- Employer amortization of unfunded accrued liability (PEPRA tier)
- Retiree health benefits

- Leave benefits (vacation, sick leave, holidays and administrative leave)
- Cash in lieu of medical insurance
- Bilingual pay details
- Percentage split for family medical insurance

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- The agencies' websites were utilized to collect salary and benefit data and to compare job descriptions.
- The survey agencies were contacted by the consultant to collect additional information and gain clarification regarding benefits and classifications.

In addition to the collection of base salary and benefit information, careful efforts were made to document the full range of duties and requirements of all job classes as comparable to the City's corresponding survey classes. This included the review of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

The data is effective April 2025.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash, and total compensation. In addition, miscellaneous benefit data is presented including cost of living information, retirement practices, retiree health benefits, leave benefits, and other policies. As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3**, below, displays the comparability for each survey classification.

TABLE 3 COMPARABILITY	
Accountant I	4
Accounting Technician	7
Administrative Secretary	7
Administrative Service Clerk II	8
Animal Control Officer	4
Assistant Finance Director	0*
Business Services Supervisor	1*
City Administrator	10
Code Enforcement Officer	4
Community Services Officer	7
Deputy City Clerk	2
Electric Line Worker	9
Electric Supervisor	7
Electric Utility Director	7
Electrical Ground Support Worker	2*
Finance Director	5
Human Resources Manager	2
Maintenance Supervisor	6
Maintenance Worker II	10
Planning Technician	3
Police Chief	9
Police Lieutenant	8
Police Officer	9
Police Sergeant	9
Principal Planner	4
Public Safety Dispatcher and Records Supervisor	5
Public Safety Dispatcher	6

TABLE 3 COMPARABILITY	
Public Works Director	8
Recreation Coordinator	1*
Recreation Director	3
Transit Vehicle Operator	0*
Utility Technician	5

*Insufficient Data – Fewer than 3 matches

BASE SALARY SURVEY RESULTS

The data has been organized into a number of tables that summarize the City’s relationship to the labor market for each survey classification. The detailed compensation survey datasheets are presented in **Appendix A** of this report. **Table 4** summarizes, for each classification, how the City’s base salaries compare to the labor market. The following data is presented:

- Title of the City’s classification.
- The City’s current maximum base salary.
- The labor market median for maximum monthly base salary.
- Percentage the City’s maximum base salary is above or below the median of the labor market.

Table 4 Summary of Base Salary Results			
Classification	Gridley Maximum Base Salary	Labor Market Median Base Salary	% Gridley is Above or Below Labor Market Median Base Salary
Accountant I	\$6,992	\$7,930	-13.42%
Accounting Technician	\$5,504	\$5,548	-0.80%
Administrative Secretary	\$5,502	\$5,423	1.43%
Administrative Service Clerk II	\$5,240	\$4,704	10.24%
Animal Control Officer	\$4,864	\$5,007	-2.94%
Assistant Finance Director	\$7,322	Insuff Data	---
Business Services Supervisor	\$6,853	Insuff Data	---
City Administrator	\$12,801	\$18,297	-42.93%
Code Enforcement Officer	Market Check	\$6,992	Market Check
Community Services Officer	\$4,376	\$5,259	-20.17%
Deputy City Clerk	\$6,417	Insuff Data	---
Electric Line Worker	\$11,434	\$12,881	-12.66%
Electric Supervisor	\$12,952	\$15,821	-22.15%
Electric Utility Director	\$14,168	\$24,476	-72.76%
Electrical Ground Support Worker	\$7,530	Insuff Data	---

**Table 4
Summary of Base Salary Results**

Classification	Gridley Maximum Base Salary	Labor Market Median Base Salary	% Gridley is Above or Below Labor Market Median Base Salary
Finance Director	\$11,614	\$14,879	-28.11%
Human Resources Manager	\$6,589	Insuff Data	---
Maintenance Supervisor	\$7,245	\$6,635	8.42%
Maintenance Worker II	\$5,193	\$4,765	8.23%
Planning Technician	Market Check	\$5,403	Market Check
Police Chief	\$11,614	\$13,333	-14.80%
Police Lieutenant	\$10,099	\$11,443	-13.31%
Police Officer	\$6,408	\$6,724	-4.93%
Police Sergeant	\$7,726	\$7,946	-2.85%
Principal Planner	\$8,458	\$9,798	-15.84%
Public Safety Dispatcher and Records Supervisor	\$5,106	\$7,089	-38.84%
Public Safety Dispatcher	\$4,864	\$5,259	-8.11%
Public Works Director	\$11,614	\$12,461	-7.29%
Recreation Coordinator	\$3,725	Insuff Data	---
Recreation Director	Market Check	\$9,551	Market Check
Transit Vehicle Operator	\$5,973	Insuff Data	---
Utility Technician	\$6,127	\$6,238	-1.82%

Market Check – The City does not have the classification or a salary to compare to the market

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the employee’s share of retirement paid by the agency, the employer’s contribution towards deferred compensation, longevity pay at year 10, education/certification pay, uniform allowance for sworn classes, and bilingual pay.

Table 5 displays, for each classification, how the City compares to the labor market with respect to total cash. The following data is presented:

- Title of the City’s classification.
- The City’s current total cash for each classification.
- The labor market median for total cash.
- Percentage the City’s total cash is above or below the median of the labor market.

**Table 5
Summary of Total Cash Results**

Classification	Gridley Total Cash	Labor Market Median Total Cash	% Gridley is Above or Below Labor Market Total Cash
Accountant I	\$8,150	\$8,023	1.55%
Accounting Technician	\$6,532	\$6,172	5.51%
Administrative Secretary	\$6,406	\$5,423	15.34%
Administrative Service Clerk II	\$6,232	\$4,893	21.49%
Animal Control Officer	\$6,146	\$5,414	11.92%
Assistant Finance Director	\$7,505	Insuff Data	---
Business Services Supervisor	\$8,002	Insuff Data	---
City Administrator	\$13,039	\$18,550	-42.26%
Code Enforcement Officer	Market Check	\$7,243	Market Check
Community Services Officer	\$5,649	\$5,849	-3.54%
Deputy City Clerk	\$6,591	Insuff Data	---
Electric Line Worker	\$13,513	\$13,733	-1.63%
Electric Supervisor	\$15,281	\$16,586	-8.54%
Electric Utility Director	\$14,420	\$24,476	-69.74%
Electrical Ground Support Worker	\$7,982	Insuff Data	---
Finance Director	\$11,840	\$15,079	-27.35%
Human Resources Manager	\$6,765	Insuff Data	---
Maintenance Supervisor	\$10,347	\$8,012	22.57%
Maintenance Worker II	\$7,621	\$5,447	28.52%
Planning Technician	Market Check	\$5,736	Market Check
Police Chief	\$11,948	\$15,448	-29.29%
Police Lieutenant	\$10,418	\$12,460	-19.60%
Police Officer	\$7,963	\$8,095	-1.65%
Police Sergeant	\$9,478	\$9,374	1.09%
Principal Planner	\$8,653	\$10,430	-20.55%
Public Safety Dispatcher and Records Supervisor	\$6,393	\$7,539	-17.92%
Public Safety Dispatcher	\$6,146	\$5,870	4.50%
Public Works Director	\$11,840	\$12,830	-8.36%
Recreation Coordinator	\$3,872	Insuff Data	---
Recreation Director	Market Check	\$9,676	Market Check
Transit Vehicle Operator	\$7,063	Insuff Data	---
Utility Technician	\$7,205	\$6,426	10.81%

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements provided in total cash plus the agency's contribution towards cafeteria, health, dental, vision, life and long-term disability insurance, social security, and retiree health savings account, less the employer's share of retirement paid by the employee. **Table 6** displays, for each classification, how the City compares to the

labor market with respect to total compensation. The following data is presented:

- Title of the City’s classification.
- The City’s current total compensation for each classification.
- The labor market median for total compensation.
- Percentage the City’s total compensation is above or below the median of the labor market.

**Table 6
Summary of Total Compensation Results**

Classification	Gridley Maximum Total Compensation	Labor Market Median Total Compensation	% Gridley is Above or Below Labor Market Median Total Compensation
Accountant I	\$11,018	\$9,649	12.43%
Accounting Technician	\$9,364	\$8,729	6.78%
Administrative Secretary	\$9,238	\$7,793	15.64%
Administrative Service Clerk II	\$9,058	\$7,915	12.62%
Animal Control Officer	\$8,912	\$7,863	11.78%
Assistant Finance Director	\$10,394	Insuff Data	---
Business Services Supervisor	\$10,868	Insuff Data	---
City Administrator	\$16,009	\$21,272	-32.87%
Code Enforcement Officer	Market Check	\$9,377	Market Check
Community Services Officer	\$8,408	\$8,385	0.27%
Deputy City Clerk	\$9,458	Insuff Data	---
Electric Line Worker	\$16,452	\$16,383	0.42%
Electric Supervisor	\$18,242	\$18,599	-1.96%
Electric Utility Director	\$17,410	\$28,988	-66.50%
Electrical Ground Support Worker	\$10,864	Insuff Data	---
Finance Director	\$14,793	\$16,935	-14.48%
Human Resources Manager	\$9,636	Insuff Data	---
Maintenance Supervisor	\$13,222	\$10,206	22.81%
Maintenance Worker II	\$10,445	\$8,176	21.72%
Planning Technician	Market Check	\$7,505	Market Check
Police Chief	\$14,902	\$18,406	-23.52%
Police Lieutenant	\$13,350	\$15,011	-12.44%
Police Officer	\$10,752	\$10,945	-1.79%
Police Sergeant	\$12,285	\$12,596	-2.53%
Principal Planner	\$11,560	\$13,981	-20.94%
Public Safety Dispatcher and Records Supervisor	\$9,163	\$9,643	-5.25%
Public Safety Dispatcher	\$8,912	\$8,412	5.62%
Public Works Director	\$14,793	\$16,716	-12.99%
Recreation Coordinator	\$6,672	Insuff Data	---
Recreation Director	Market Check	\$13,996	Market Check

**Table 6
Summary of Total Compensation Results**

Classification	Gridley Maximum Total Compensation	Labor Market Median Total Compensation	% Gridley is Above or Below Labor Market Median Total Compensation
Transit Vehicle Operator	\$9,907	Insuff Data	---
Utility Technician	\$10,052	\$8,676	13.69%

On average, for all classifications surveyed, the City is 13.43% below market for base salary, 5.78% below market for total cash, and 3.25% below market for total compensation, when compared to the median.

MISCELLANEOUS BENEFIT DATA

Appendix B presents the miscellaneous benefit data that was collected including cost of living information, retirement practices, retiree health benefits, and leave benefits.

COST OF LIVING/SALARY INCREASE - APPENDIX B – TABLE 1

The City does not have a future cost of living increase scheduled at this time.

With respect to the market, 10 agencies have an increase scheduled for later in 2025 ranging from 2% to 5%, depending on agency and bargaining group.

RETIREMENT PRACTICES - APPENDIX B – TABLE 2

The City has a CalPERS retirement plan. For miscellaneous PEPRA members, the plan includes a benefit of 2% @ 62 and a formula of Highest Three Year Average. For safety members, the City has a benefit of 2.7% @ 57 and a formula of Highest Three Year Average.

Of the responding agencies, 18 have a CalPERS retirement plan, one agency has its own plan, and one does not have a defined benefit plan. All of the CalPERS agencies have a benefit of 2% @ 62 for miscellaneous and 2.7% @ 57 for safety with a formula of Highest Three Years. Plumas Sierra Rural Electric Cooperative has its own plan with a benefit of 1.6% @ 62 or with 31 years of service.

UNFUNDED LIABILITY - APPENDIX B – TABLE 3

The City has an Employer Amortization of Unfunded Accrued Liability of \$2,902 for non-safety and \$1,106 for safety PEPRA employees.

The details for the survey agencies varies as displayed in Table 3.

CERTIFICATION/EDUCATION PAY – APPENDIX B – TABLE 4

The City provides education and/or certification pay, varying by bargaining unit.

11 of the agencies also provide some level of education and/or certification pay, also with the details varying by bargaining unit as displayed in Table 4

RETIREE HEALTH BENEFITS - APPENDIX B – TABLE 5

The City does not contribute to a Retiree Health Savings Account or to post-employment retiree health.

Four of the responding agencies contribute to a Retiree Health Savings Account ranging from 0.34% to \$3,500 per year. 13 of the survey agencies contribute to post employment retiree health for retiree only ranging from the PEMHCA minimum to 100% depending on years of service. Five of the agencies contribute to health for retiree plus one up to 100%, depending on years of service. Three contribute up to 100% for retiree plus two.

LEAVE BENEFITS - APPENDIX B – TABLES 6 & 7

The City offers 80 hours of vacation with 1 year of service; 120 hours with 6 years of service; 160 hours with 11 years of service; and 200 hours with 21 years of service for IBEW classifications. For all other classifications, the City provides 100 hours with 1 year of service; 140 hours with 6 years; 180 hours with 11 years; and 220 hours with 21 years of service.

One agency provides paid time off whereby vacation and sick leave are combined for some classes. Of those with separate leave banks, the labor market average for vacation is 88 – 100 hours with the 1 year of service; 120-128 hours with 6 years; 143-152 with 11 years; and 180-190 hours with 21 years of service, depending on bargaining unit.

The City provides a one week paid sabbatical for POA classifications. In addition, the City provides 12 days of sick leave with an unlimited accrual, 104 hours of holidays for POA and 14 holidays for all other classifications. In addition, the City provides 32 hours of administrative/management or personal leave for IBEW classes, 120 hours for management, and 80 hours for mid-management.

With respect to paid sabbatical, none of the survey agencies provide such a benefit. The majority of the agencies provide 12 days of sick leave with an unlimited accrual. The labor market average for holidays is 13 – 15, depending on bargaining unit. 15 agencies provide

administrative/management or personal leave ranging from 40-120 hours, depending on bargaining unit.

CASH IN LIEU OF MEDICAL INSURANCE – APPENDIX B – TABLE 8

The City allow \$1,897 to be cashed out in lieu of medical insurance. 14 of the survey agencies also provide cash in lieu of medical insurance ranging from \$100 – \$1,050 per month.

BILINGUAL PAY – APPENDIX B – TABLE 9

The City provides bilingual pay with the amounts varying by bargaining unit. The City does not limit the number of staff eligible to receive bilingual pay.

14 of the agencies provide bilingual pay with the details varying by agency and bargaining unit. Some agencies limit the number of staff eligible to receive the benefit with the details provided in Table 9 of Appendix B.

PERCENTAGE SPLIT FOR FAMILY MEDICAL LEAVE – APPENDIX B – TABLE 10

The City does not base the medical contribution on a percentage split between employer and employee.

Seven of the survey agencies also do not base their contribution on a percentage split with the details provided in Table 10.

SECTION VII – SALARY SETTING METHODOLOGY

This section of the report presents the salary setting methodology and salary recommendation guidelines for City classes, should the City bring the classifications to the labor market median for total compensation. Implementation is subject to Council direction, what the City can afford, and the result of negotiations.

SALARY SETTING METHODOLOGY

In setting salaries for the City, Bryce Consulting has applied consistent compensation principles and practices typically utilized in the public sector as outlined below:

1. The median of the maximum labor market salary adjusted for benefits is used to set the top of the range for the City’s benchmark classification salary.
2. Classes not surveyed or where insufficient data was collected are then set to the benchmarks using internal relationship guidelines typically utilized by local government agencies:
 - Approximately 10% between entry and journey level classes in a series.
 - Approximately 10% between journey and advanced journey level classes in a series.
 - A minimum of 15% between first line supervisor and highest level supervised.

As a practical matter, there could be occasions when market data will skew internal alignments. In those cases, internal alignments may take precedence over market data.

SALARY RECOMMENDATIONS

Using the above methodology, Bryce Consulting prepared salary recommendations for all City classes. The recommended salary plan has been included in **Appendix C**. Where a classification is above market, it has been recommended that no salary adjustment occur. The City currently has some classifications on a seven step system, some of five steps and some on a single step. The salary recommendations place all classifications, with the exception of the City Administrator on a seven step system with 5% between steps.

APPENDIX A
DETAILED DATASHEETS

APPENDIX B
MISCELLANEOUS BENEFIT DATA

APPENDIX C
SALARY RECOMMENDATIONS

Survey Classification	Base Salary			Median			Total Compensation			Comparability
	Gridley Maximum Base Salary	Labor Market Median Base Salary	% Gridley Is Above or Below Labor Market Median	Total Cash			Gridley Total Compensation	Labor Market Median Total Compensation	% Gridley Is Above or Below Labor Market Median	
				Gridley Total Cash	Labor Market Median Total Cash	% Gridley Is Above or Below Labor Market Median				
Accountant I	\$6,992	\$7,930	-13.42%	\$8,150	\$8,023	1.55%	\$11,018	\$9,649	12.43%	4
Accounting Technician	\$5,504	\$5,548	-0.80%	\$6,532	\$6,172	5.51%	\$9,364	\$8,729	6.78%	7
Administrative Secretary	\$5,502	\$5,423	1.43%	\$6,406	\$5,423	15.34%	\$9,238	\$7,793	15.64%	7
Administrative Service Clerk II	\$5,240	\$4,704	10.24%	\$6,232	\$4,893	21.49%	\$9,058	\$7,915	12.62%	8
Animal Control Officer	\$4,864	\$5,007	-2.94%	\$6,146	\$5,414	11.92%	\$8,912	\$7,863	11.78%	4
Assistant Finance Director	\$7,322	Insuff Data	---	\$7,505	Insuff Data	---	\$10,394	Insuff Data	---	0
Business Services Supervisor	\$6,853	Insuff Data	---	\$8,002	Insuff Data	---	\$10,868	Insuff Data	---	1
City Administrator	\$12,801	\$18,297	-42.93%	\$13,039	\$18,550	-42.26%	\$16,009	\$21,272	-32.87%	10
Code Enforcement Officer	Market Check	\$6,992	Market Check	Market Check	\$7,243	Market Check	Market Check	\$9,377	Market Check	4
Community Services Officer	\$4,376	\$5,259	-20.17%	\$5,649	\$5,849	-3.54%	\$8,408	\$8,385	0.27%	7
Deputy City Clerk	\$6,417	Insuff Data	---	\$6,591	Insuff Data	---	\$9,458	Insuff Data	---	2
Electric Line Worker	\$11,434	\$12,881	-12.66%	\$13,513	\$13,733	-1.63%	\$16,452	\$16,383	0.42%	9
Electric Supervisor	\$12,952	\$15,821	-22.15%	\$15,281	\$16,586	-8.54%	\$18,242	\$18,599	-1.96%	7
Electric Utility Director	\$14,168	\$24,476	-72.76%	\$14,420	\$24,476	-69.74%	\$17,410	\$28,988	-66.50%	7
Electrical Ground Support Worker	\$7,530	Insuff Data	---	\$7,982	Insuff Data	---	\$10,864	Insuff Data	---	2
Finance Director	\$11,614	\$14,879	-28.11%	\$11,840	\$15,079	-27.35%	\$14,793	\$16,935	-14.48%	5
Human Resources Manager	\$6,589	Insuff Data	---	\$6,765	Insuff Data	---	\$9,636	Insuff Data	---	2
Maintenance Supervisor	\$7,245	\$6,635	8.42%	\$10,347	\$8,012	22.57%	\$13,222	\$10,206	22.81%	6
Maintenance Worker II	\$5,193	\$4,765	8.23%	\$7,621	\$5,447	28.52%	\$10,445	\$8,176	21.72%	10
Planning Technician	Market Check	\$5,403	Market Check	Market Check	\$5,736	Market Check	Market Check	\$7,505	Market Check	3
Police Chief	\$11,614	\$13,333	-14.80%	\$11,948	\$15,448	-29.29%	\$14,902	\$18,406	-23.52%	9
Police Lieutenant	\$10,099	\$11,443	-13.31%	\$10,418	\$12,460	-19.60%	\$13,350	\$15,011	-12.44%	8
Police Officer	\$6,408	\$6,724	-4.93%	\$7,963	\$8,095	-1.65%	\$10,752	\$10,945	-1.79%	9
Police Sergeant	\$7,726	\$7,946	-2.85%	\$9,478	\$9,374	1.09%	\$12,285	\$12,596	-2.53%	9
Principal Planner	\$8,458	\$9,798	-15.84%	\$8,653	\$10,430	-20.55%	\$11,560	\$13,981	-20.94%	4
Public Safety Dispatcher and Records Supervisor	\$5,106	\$7,089	-38.84%	\$6,393	\$7,539	-17.92%	\$9,163	\$9,643	-5.25%	5
Public Safety Dispatcher	\$4,864	\$5,259	-8.11%	\$6,146	\$5,870	4.50%	\$8,912	\$8,412	5.62%	6
Public Works Director	\$11,614	\$12,461	-7.29%	\$11,840	\$12,830	-8.36%	\$14,793	\$16,716	-12.99%	8
Recreation Coordinator	\$3,725	Insuff Data	---	\$3,872	Insuff Data	---	\$6,672	Insuff Data	---	1
Recreation Director	Market Check	\$9,551	Market Check	Market Check	\$9,676	Market Check	Market Check	\$13,996	Market Check	3
Transit Vehicle Operator	\$5,973	Insuff Data	---	\$7,063	Insuff Data	---	\$9,907	Insuff Data	---	0
Utility Technician	\$6,127	\$6,238	-1.82%	\$7,205	\$6,426	10.81%	\$10,052	\$8,676	13.69%	5
		Average	-13.43%		Average	-5.78%		Average	-3.25%	

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Accountant I	\$5,218	\$6,992	\$0	\$70	\$767	\$321-Class B; \$96-Notary; 5%-MA	NA	\$321	\$8,150	\$0	\$2,487	\$197	\$0	\$12	\$72	\$0	\$101	\$11,018	0%	\$0	\$11,018	
Chico	Accountant II	\$6,301	\$8,443	\$0	\$0	\$0		NA	\$0	\$8,443	\$0	\$1,888	\$58	\$5	\$10	\$40	\$0	\$122	\$10,566	6.68%	\$564	\$10,002	
Colusa	No Comparable Class																						Financial Analyst-Contractual
Grass Valley	General Ledger Accountant	\$6,259	\$10,040	\$0	\$0	\$251	2.5% MA	NA	\$0	\$10,291	\$2,630	inc	inc	inc	\$11	DNA	\$0	\$768	\$13,700	0%	\$0	\$13,700	
Live Oak	No Comparable Class																						
Marysville	Accountant	\$6,103	\$7,418	\$0	\$185	\$0		NA	\$0	\$7,603	\$0	\$1,454	\$115	\$16	DNA	DNA	\$0	\$108	\$9,296	0%	\$0	\$9,296	
Nevada City	No Comparable Class																						
Orland	No Comparable Class																						
Oroville	No Comparable Class																						Accounting Analyst supervises
Williams	No Comparable Class																						
Yuba City	Accountant I	\$5,622	\$6,833	\$22	\$0	\$0		NA	\$154	\$7,008	\$0	\$1,508	\$120	inc	\$2	\$0	\$0	\$99	\$8,738	0%	\$0	\$8,738	
Labor Market Median		\$7,930								\$8,023												\$9,649	
% Gridley is Above or Below Median		-13.42%								1.55%												12.43%	
# Of Comparable Matches		4																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Accounting Technician	\$4,108	\$5,504	\$0	\$55	\$672	\$301-Class B; \$96-Notary; 5%-MA	NA	\$301	\$6,532	\$0	\$2,487	\$197	\$0	\$12	\$57	\$0	\$80	\$9,364	0%	\$0	\$9,364	
Chico	Payroll Technician	\$5,050	\$6,767	\$0	\$0	\$25	\$25-Notary	NA	\$0	\$6,792	\$0	\$1,888	\$58	\$5	\$8	\$32	\$0	\$98	\$8,881	3%	\$203	\$8,678	Accounting Technician is lower paid
Colusa	No Comparable Class																						
Grass Valley	Accounting Specialist	\$5,188	\$6,306	\$0	\$158	\$473	7.5% max	NA	\$0	\$6,937	\$2,283	inc	inc	inc	\$11	\$63	\$0	\$482	\$9,776	0%	\$0	\$9,776	Accounting Technician and Finance Technician not used
Live Oak	Administrative Assistant-Financial Services	\$3,694	\$4,775	\$0	\$0	\$0		NA	\$0	\$4,775	\$0	\$3,454	\$111	\$23	DNA	DNA	\$0	\$365	\$8,729	0%	\$0	\$8,729	
Marysville	No Comparable Class																						Finance Technician is a temp position
Nevada City	Accounting Technician	\$4,564	\$5,548	\$0	\$0	\$624	7.5%-MA; 2.5%-Cert; 1.25% CPR and First Aid	NA	\$0	\$6,172	\$0	\$3,511	\$115	\$7	DNA	\$0	\$0	\$424	\$10,229	0%	\$0	\$10,229	
Orland	Accounting Technician II	\$4,449	\$5,408	\$0	\$135	\$0		NA	\$135	\$5,678	\$0	\$2,331	\$112	\$25	\$17	\$0	\$0	\$414	\$8,577	0%	\$0	\$8,577	
Oroville	Accounting Technician II	\$3,747	\$5,271	\$0	\$0	\$313	\$250-BA; \$750/year-Notary (Notary pay goes to FSA or Def Comp)	NA	\$83	\$5,667	\$0	\$1,596	\$60	\$5	\$16	\$13	\$0	\$76	\$7,432	0%	\$0	\$7,432	
Williams	Accounting Specialist III	\$4,972	\$6,043	\$250	\$302	\$125	\$125-max	NA	\$150	\$6,871	\$1,900	inc	inc	inc	inc	DNA	\$0	\$462	\$9,233	0%	\$0	\$9,233	III level does payroll
Yuba City	No Comparable Class																						Accounting Technician is not budgeted
Labor Market Median		\$5,548								\$6,172												\$8,729	
% Gridley is Above or Below Median		-0.80%								5.51%												6.78%	
# Of Comparable Matches		7																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments	
Gridley	Administrative Secretary	\$4,105	\$5,502	\$0	\$55	\$546	\$175-Class B; \$96- Notary; 5%--MA	NA	\$303	\$6,406	\$0	\$2,487	\$197	\$0	\$12	\$57	\$0	\$80	\$9,238	0%	\$0	\$9,238		
Chico	Administrative Assistant	\$4,046	\$5,423	\$0	\$0	\$0		NA	\$0	\$5,423	\$0	\$1,888	\$58	\$5	\$6	\$26	\$0	\$79	\$7,485	6.68%	\$362	\$7,123		
Colusa	No Comparable Class																							
Grass Valley	Senior Administrative Clerk	\$3,813	\$4,635	\$0	\$116	\$348	7.5% max	NA	\$0	\$5,099	\$2,283	inc	inc	inc	\$11	\$46	\$0	\$355	\$7,793	0%	\$0	\$7,793	Dept Head secretary	
Live Oak	Administrative Assistant	\$3,346	\$4,325	\$0	\$0	\$0		NA	\$0	\$4,325	\$0	\$3,454	\$111	\$23	DNA	DNA	\$0	\$331	\$8,245	0%	\$0	\$8,245		
Marysville	Administrative Assistant	\$3,748	\$4,556	\$0	\$114	\$21	\$250/yr-AA	NA	\$0	\$4,691	\$0	\$1,454	\$115	\$16	DNA	DNA	\$0	\$66	\$6,342	0%	\$0	\$6,342		
Nevada City	No Comparable Class																							
Orland	No Comparable Class																							
Oroville	Senior Administrative Assistant	\$4,034	\$5,676	\$0	\$0	\$313	\$250-BA; \$750/year-Notary (Notary pay goes to FSA or Def Comp)	NA	\$83	\$6,072	\$0	\$1,596	\$60	\$5	\$18	\$13	\$0	\$82	\$7,845	0%	\$0	\$7,845		
Williams	Administrative Clerk	\$4,617	\$5,612	\$250	\$281	\$125	\$125-max	NA	\$150	\$6,417	\$1,900	inc	inc	inc	inc	DNA	\$0	\$429	\$8,747	0%	\$0	\$8,747	Public Works Administrative Secretary is paid same	
Yuba City	Administrative Assistant	\$4,543	\$5,522	\$22	\$0	\$0		NA	\$124	\$5,668	\$0	\$1,508	\$120	inc	\$2	\$0	\$0	\$80	\$7,378	0%	\$0	\$7,378		
Labor Market Median		\$5,423								\$5,423													\$7,793	
% Gridley is Above or Below Median		1.43%								15.34%													15.64%	
# Of Comparable Matches		7																						

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Administrative Service Clerk II	\$3,911	\$5,240	\$0	\$52	\$649	\$291-Class B; \$96- Notary; 5%-MA	NA	\$291	\$6,232	\$0	\$2,487	\$197	\$0	\$12	\$54	\$0	\$76	\$9,058	0%	\$0	\$9,058	clerical accounting, utility billing
Chico	Accounting Assistant	\$3,475	\$4,655	\$0	\$0	\$0		NA	\$0	\$4,655	\$0	\$1,888	\$58	\$5	\$5	\$22	\$0	\$67	\$6,701	6.68%	\$311	\$6,390	
Colusa	Finance Account Clerk II	\$3,992	\$4,852	\$0	\$194	\$350	\$100-AA; \$250-BA	NA	\$0	\$5,396	\$0	\$2,733	\$217	\$20	\$14	\$0	\$0	\$371	\$8,752	0%	\$0	\$8,752	
Grass Valley	Account Clerk II	\$3,669	\$4,460	\$0	\$112	\$335	7.5% max	NA	\$0	\$4,906	\$2,283	inc	inc	inc	\$11	\$45	\$0	\$341	\$7,585	0%	\$0	\$7,585	
Live Oak	Administrative Assistant-Public Services	\$3,346	\$4,325	\$0	\$0	\$0		NA	\$0	\$4,325	\$0	\$3,454	\$111	\$23	DNA	DNA	\$0	\$331	\$8,245	0%	\$0	\$8,245	
Marysville	No Comparable Class																						No salary range for Administrative Clerk II available
Nevada City	Customer Service Representative	\$4,238	\$5,151	\$0	\$0	\$579	7.5%-MA; 2.5%-Cert; 1.25% CPR and First Aid	NA	\$0	\$5,730	\$0	\$3,511	\$115	\$7	DNA	\$0	\$0	\$394	\$9,757	0%	\$0	\$9,757	
Orland	Administrative Technician	\$3,295	\$4,006	\$0	\$100	\$0		NA	\$100	\$4,206	\$0	\$2,331	\$112	\$25	\$17	\$0	\$0	\$306	\$6,997	0%	\$0	\$6,997	
Oroville	No Comparable Class																						
Williams	Accounting Specialist II	\$4,617	\$5,612	\$250	\$281	\$125	\$125-max	NA	\$150	\$6,417	\$1,900	inc	inc	inc	inc	DNA	\$0	\$429	\$8,747	0%	\$0	\$8,747	Clerical
Yuba City	Account Clerk-Intermediate	\$3,909	\$4,752	\$22	\$0	\$0		NA	\$107	\$4,881	\$0	\$1,508	\$120	inc	\$2	\$0	\$0	\$69	\$6,580	0%	\$0	\$6,580	
Labor Market Median		\$4,704								\$4,893												\$7,915	
% Gridley is Above or Below Median		10.24%								21.49%												12.62%	
# Of Comparable Matches		8																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Animal Control Officer	\$3,717	\$4,864	\$50	\$97	\$804	\$191- Adv POST; \$191- Supv POST;	NA	\$331	\$6,146	\$0	\$2,487	\$197	\$0	\$12	\$0	\$0	\$71	\$8,912	0%	\$0	\$8,912	Used Dispatcher/Animal Control Officer salary-survey separate
Chico	Animal Control Officer II	\$3,923	\$5,259	\$526	\$0	\$263	5% max	NA	\$0	\$6,048	\$0	\$1,888	\$58	\$5	\$6	\$25	\$0	\$76	\$8,106	6%	\$316	\$7,791	
Colusa	No Comparable Class																						
Grass Valley	Animal Control Officer	\$3,912	\$4,755	\$0	\$119	\$357	7.5% max	NA	\$0	\$5,231	\$2,283	inc	inc	inc	\$11	\$48	\$0	\$364	\$7,935	0%	\$0	\$7,935	
Live Oak	No Comparable Class																						Sutter Animal Services Authority
Marysville	Animal Control Officer	\$3,817	\$4,640	\$0	\$116	\$614	5%-BA; \$150-MA; 5%-Adv POST	NA	\$0	\$5,370	\$0	\$2,816	\$115	\$16	DNA	DNA	\$0	\$67	\$8,385	0%	\$0	\$8,385	
Nevada City	No Comparable Class																						
Orland	No Comparable Class																						
Oroville	No Comparable Class																						
Williams	No Comparable Class																						
Yuba City	Animal Services Officer II	\$4,373	\$5,316	\$22	\$0	\$0		NA	\$120	\$5,457	\$0	\$1,508	\$120	inc	\$2	\$0	\$0	\$77	\$7,165	0%	\$0	\$7,165	Sutter Animal Services Authority
Labor Market Median		\$5,007								\$5,414												\$7,863	
% Gridley is Above or Below Median		-2.94%								11.92%													11.78%
# Of Comparable Matches		4																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Assistant Finance Director	\$6,505	\$7,322	\$0	\$73	\$0		NA	\$110	\$7,505	\$0	\$2,487	\$197	\$0	\$24	\$75	\$0	\$106	\$10,394	0%	\$0	\$10,394	AA preferred
Chico	No Comparable Class																						Deputy Director-Finance requires BA and over investments
Colusa	No Comparable Class																						No Assistant or Deputy level
Grass Valley	No Comparable Class																						Deputy Administrative Services Director over fiscal and human resources and BA required
Live Oak	No Comparable Class																						No Assistant or Deputy level
Marysville	No Comparable Class																						No Assistant or Deputy level
Nevada City	No Comparable Class																						No Assistant or Deputy level
Orland	No Comparable Class																						No Assistant or Deputy level
Oroville	No Comparable Class																						No Assistant or Deputy level
Williams	No Comparable Class																						Assistant Finance Officer requires BA
Yuba City	No Comparable Class																						No Assistant or Deputy level
Labor Market Median		Insuff Data								Insuff Data												Insuff Data	
% Gridley is Above or Below Median		---								---												---	
# Of Comparable Matches		0																					

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If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Business Services Supervisor	\$5,114	\$6,853	\$0	\$69	\$760	\$321 Class B; \$96 Notary; 5%-MA	NA	\$321	\$8,002	\$0	\$2,487	\$197	\$0	\$12	\$71	\$0	\$99	\$10,868	0%	\$0	\$10,868	AA preferred
Chico	No Comparable Class																						No supervisory level
Colusa	No Comparable Class																						No supervisory level
Grass Valley	No Comparable Class																						No supervisory level
Live Oak	No Comparable Class																						No supervisory level
Marysville	No Comparable Class																						No supervisory level
Nevada City	No Comparable Class																						Finance Supervisor requires BA within 6 months of appointment
Orland	No Comparable Class																						No supervisory level
Oroville	No Comparable Class																						No supervisory level
Williams	No Comparable Class																						No supervisory level
Yuba City	Customer Services Manager	\$6,528	\$7,936	\$50	\$0	\$0		NA	\$111	\$8,097	\$0	\$1,508	\$120	inc	\$5	DNA	\$0	\$115	\$9,845	0%	\$0	\$9,845	Supervisory level; High School diploma or equivalent
Labor Market Median		Insuff Data								Insuff Data								Insuff Data					
% Gridley is Above or Below Median		---								---								---					
# Of Comparable Matches		1																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	City Administrator	\$12,801	\$12,801	\$0	\$128	\$0		NA	\$110	\$13,039	\$0	\$2,487	\$197	\$0	\$24	\$77	\$0	\$186	\$16,009	0%	\$0	\$16,009	
Chico	City Manager	\$18,458	\$18,458	\$750	\$0	\$0		NA	\$0	\$19,208	\$0	\$1,888	\$58	\$5	\$22	\$88	\$0	\$268	\$21,536	3%	\$554	\$20,982	
Colusa	City Manager	\$15,719	\$18,219	\$0	\$0	\$0		NA	\$0	\$18,219	\$0	\$2,733	\$217	\$20	\$14	\$0	\$0	\$1,174	\$22,378	0%	\$0	\$22,378	
Grass Valley	City Manager	\$19,193	\$19,193	\$217	\$0	\$0		NA	\$0	\$19,410	\$0	\$3,901	\$188	\$27	\$42	DNA	\$0	\$1,188	\$24,756	0%	\$0	\$24,756	
Live Oak	City Manager	\$12,750	\$19,125	\$0	\$0	\$0		NA	\$125	\$19,250	\$0	\$3,454	\$111	\$23	DNA	DNA	\$0	\$1,187	\$24,026	0%	\$0	\$24,026	Have interim
Marysville	City Manager	\$17,134	\$17,134	\$500	\$0	\$0		NA	\$0	\$17,634	\$0	\$1,454	\$115	\$16	DNA	DNA	\$0	\$248	\$19,468	0%	\$0	\$19,468	
Nevada City	City Manager	\$15,521	\$15,521	\$108	\$0	\$1,164	7.5% MA	NA	\$0	\$16,793	\$0	\$3,511	\$115	\$7	DNA	\$0	\$0	\$1,135	\$21,561	0%	\$0	\$21,561	
Orland	City Manager	\$14,417	\$14,417	\$0	\$0	\$0		NA	\$0	\$14,417	\$0	\$2,036	\$111	\$25	\$17	\$0	\$0	\$1,103	\$17,709	0%	\$0	\$17,709	No job description
Oroville	City Administrator/City Clerk	\$14,011	\$18,776	\$939	\$0	\$563	3% MA	NA	\$0	\$20,278	\$0	\$1,596	\$60	\$5	\$58	\$27	\$0	\$272	\$22,295	0%	\$0	\$22,295	
Williams	City Administrator	\$13,658	\$13,658	\$250	\$546	\$0		NA	\$0	\$14,455	\$1,900	inc	inc	inc	inc	DNA	\$0	\$1,045	\$17,400	0%	\$0	\$17,400	
Yuba City	City Manager	\$18,375	\$18,375	\$505	\$0	\$0		NA	\$0	\$18,880	\$0	\$1,508	\$120	inc	\$13	DNA	\$0	\$266	\$20,787	0%	\$0	\$20,787	
Labor Market Median		\$18,297								\$18,550											\$21,272		
% Gridley is Above or Below Median		-42.93%								-42.26%													-32.87%
# Of Comparable Matches		10																					

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If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Code Enforcement Officer	Market Check	Market Check							Market Check		\$2,487							Market Check			Market Check	No job description
Chico	Code Enforcement Officer II	\$5,855	\$7,847	\$0	\$0	\$0		NA	\$0	\$7,847	\$0	\$1,888	\$58	\$5	\$9	\$37	\$0	\$114	\$9,958	6.68%	\$524	\$9,434	
Colusa	No Comparable Class																						Building/Code Enforcement Technician not budgeted; Code Enforcement Officer is manager
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						Building Inspector/Code Enforcement Officer II also does building inspections
Marysville	No Comparable Class																						Building Inspector/Code Enforcement Officer also does building inspections
Nevada City	Code Enforcement Officer	\$3,935	\$4,784	\$0	\$0	\$538	7.5%-MA; 2.5%-Cert; 1.25% CPR and First Aid	NA	\$0	\$5,322	\$0	\$3,511	\$115	\$7	DNA	\$0	\$0	\$366	\$9,321	0%	\$0	\$9,321	
Orland	No Comparable Class																						
Oroville	Code Enforcement Technician	\$5,292	\$7,448	\$0	\$0	\$250	\$250-BA	NA	\$83	\$7,781	\$0	\$1,596	\$60	\$5	\$23	\$18	\$0	\$108	\$9,591	0%	\$0	\$9,591	
Williams	No Comparable Class																						
Yuba City	Code Enforcement Officer II	\$5,377	\$6,536	\$22	\$0	\$0		NA	\$147	\$6,705	\$0	\$1,508	\$120	inc	\$2	\$0	\$0	\$95	\$8,430	0%	\$0	\$8,430	
<i>Labor Market Median</i>			\$6,992							\$7,243												\$9,377	
<i>% Gridley is Above or Below Median</i>			<i>Market Check</i>							<i>Market Check</i>												<i>Market Check</i>	
<i># Of Comparable Matches</i>																							

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Community Services Officer	\$3,344	\$4,376	\$50	\$88	\$804	\$191-Adv POST; \$191-Supv POST; \$231-MA	NA	\$331	\$5,649	\$0	\$2,487	\$197	\$0	\$12	\$0	\$0	\$63	\$8,408	0%	\$0	\$8,408	
Chico	Community Services Officer II	\$3,923	\$5,259	\$526	\$0	\$263	5% max	NA	\$0	\$6,048	\$0	\$1,888	\$58	\$5	\$6	\$25	\$0	\$76	\$8,106	6%	\$316	\$7,791	Property and Evidence Technician is lower paid
Colusa	No Comparable Class																						
Grass Valley	Police Evidence/Property Technician	\$4,374	\$5,317	\$0	\$133	\$399	7.5% max	NA	\$0	\$5,849	\$2,283	inc	inc	inc	\$11	\$53	\$0	\$407	\$8,602	0%	\$0	\$8,602	Community Services Officer II is lower paid
Live Oak	No Comparable Class																						
Marysville	Community Services Officer II	\$3,817	\$4,640	\$0	\$116	\$614	5%-BA; \$150-MA; 5%-Adv POST	NA	\$0	\$5,370	\$0	\$2,816	\$115	\$16	DNA	DNA	\$0	\$67	\$8,385	0%	\$0	\$8,385	
Nevada City	No Comparable Class																						
Orland	Community Services Officer	\$3,887	\$4,815	\$0	\$120	\$457	9.5% max	\$100	\$0	\$5,493	\$0	\$2,036	\$113	\$25	\$17	\$0	\$0	\$368	\$8,052	0%	\$0	\$8,052	
Oroville	Municipal Law Enforcement Officer	\$3,742	\$5,015	\$0	\$0	\$250	\$250-BA	NA	\$200	\$5,465	\$0	\$1,944	\$60	\$5	\$16	\$12	\$0	\$73	\$7,573	3%	\$150	\$7,423	
Williams	Police Service Technician II	\$5,011	\$6,091	\$50	\$305	\$225	\$225-max	NA	\$150	\$6,821	\$2,100	inc	inc	inc	inc	DNA	\$0	\$466	\$9,387	0%	\$0	\$9,387	Broad
Yuba City	Field Services Technician	\$4,558	\$5,539	\$0	\$138	\$277	5% max	NA	\$125	\$6,079	\$0	\$2,222	\$120	inc	\$1	\$0	\$19	\$80	\$8,521	0%	\$0	\$8,521	Community Services Officer is lower paid
Labor Market Median		\$5,259								\$5,849								\$8,385					
% Gridley is Above or Below Median		-20.17%								-3.54%								0.27%					
# Of Comparable Matches		7																					

Data effective as of 4.2025

If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (Included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Deputy City Clerk	\$5,279	\$6,417	\$0	\$64	\$0		\$0	\$110	\$6,591	\$0	\$2,487	\$197	\$0	\$24	\$66	\$0	\$93	\$9,458	0%	\$0	\$9,458	No job description
Chico	Deputy City Clerk	\$5,868	\$7,864	\$0	\$0	\$25	\$25-Notary	NA	\$0	\$7,889	\$0	\$1,888	\$58	\$5	\$9	\$37	\$0	\$114	\$10,001	3%	\$236	\$9,765	Provides varied technical, specialized, and confidential office administrative support work for the City Clerk's Office; prepares document and agenda packets for public meetings; assists with coordination of municipal elections; receives, processes, and distributes a variety of legal and other documents related to the functions of the City; ensures City compliance with the Public Records Act; acts on behalf of the City Clerk if absent or unavailable
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						Deputy City Clerk/Management Services Analyst is not used
Live Oak	No Comparable Class																						
Marysville	No Comparable Class																						Not using Deputy City Clerk
Nevada City	No Comparable Class																						Administrative Services Manager/Deputy City Clerk
Orland	No Comparable Class																						
Oroville	Deputy City Clerk	\$6,742	\$9,487	\$474	\$0	\$285	3% MA	NA	\$0	\$10,246	\$0	\$1,596	\$60	\$5	\$29	\$23	\$0	\$138	\$12,096	0%	\$0	\$12,096	BA; Under the general direction of the City Administrator (acting as City Clerk), performs the statutory duties of City Clerk under the provisions of the City Charter, City Code and state law; plans, directs and coordinates the activities of the City Clerk's Office; provides responsible, professional staff assistance to the City Administrator and City Council
Williams	No Comparable Class																						
Yuba City	No Comparable Class																						
		Labor Market Median	Insuff Data							Insuff Data												Insuff Data	
		% Gridley is Above or Below Median	---							---												---	
		# Of Comparable Matches	2																				

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (Included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Electric Line Worker	\$11,434	\$11,434	\$0	\$114	\$1,487	\$915 - Rubber glove; 5%-MA	NA	\$478	\$13,513	\$0	\$2,487	\$197	\$0	\$12	\$77	\$0	\$166	\$16,452	0%	\$0	\$16,452	
Chico	No Comparable Class																						
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						
Marysville	No Comparable Class																						
Nevada City	No Comparable Class																						
Orland	No Comparable Class																						
Oroville	No Comparable Class																						
Williams	No Comparable Class																						
Yuba City	No Comparable Class																						
Healdsburg	Lineworker-Troubleshooter	\$10,370	\$12,604	\$125	\$378	\$0		NA	\$200	\$13,307	\$0	\$2,674	\$143	\$18	\$14	\$44	\$0	\$183	\$16,383	0%	\$0	\$16,383	
Lassen Municipal Utility District	Lineman	\$11,161	\$11,161	\$670	\$0	\$0	\$0	NA	\$0	\$11,831	\$3,348	inc	inc	inc	\$76	\$22	\$0	\$162	\$15,439	0%	\$0	\$15,439	
Lodi	Electric Lineperson	\$13,936	\$14,633	\$439	\$0	\$50	\$600/year-Class	NA	\$0	\$15,122	\$0	\$2,125	\$125	\$21	\$88	DNA-Self Funded	\$0	\$212	\$17,694	2%	\$293	\$17,401	
Plumas Sierra Rural Electric Cooperative	Lineman	\$10,471	\$10,471	\$628	\$0	\$628	6% Rubberglove	NA	\$0	\$11,728	\$0	\$2,804	\$183	\$71	\$44	\$0	\$292	\$801	\$15,922	0%	\$0	\$15,922	
Redding	Line Technician	\$12,835	\$12,835	\$0	\$0	\$898	Salary difference for Rubberglove rate	NA	\$0	\$13,733	\$1,727	inc	inc	inc	\$24	\$20	\$0	\$186	\$15,690	0%	\$0	\$15,690	
Roseville	Electric Line Technician	\$15,962	\$15,962	\$579	\$0	\$0		NA	\$100	\$16,641	\$2,415	inc	inc	inc	\$22	\$17	\$100	\$231	\$19,427	0%	\$0	\$19,427	
Shasta Lake	Electric Lineman	\$13,733	\$13,733	\$0	\$0	\$0		NA	\$0	\$13,733	\$0	\$2,636	\$221	\$43	\$35	\$47	\$0	\$199	\$16,914	0%	\$0	\$16,914	
Truckee Donner Public Utility District	Journeyman Lineman	\$14,355	\$14,355	\$1,045	\$287	\$0		NA	\$0	\$15,687	\$0	\$3,772	\$190	\$125	\$96	\$4	\$0	\$1,098	\$20,972	0%	\$0	\$20,972	1.89% added back to base salary for retirement related purposes
Ukiah	Lineperson	\$12,260	\$12,881	\$0	\$129	\$0		NA	\$0	\$13,010	\$0	\$2,371	\$122	\$15	\$2	\$0	\$0	\$187	\$15,707	0%	\$0	\$15,707	
Labor Market Median		\$12,881								\$13,733												\$16,383	
% Gridley is Above or Below Median		-12.66%								-1.63%												0.42%	
# Of Comparable Matches		9																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Electric Supervisor	\$12,952	\$12,952	\$0	\$130	\$1,684	\$1,036 - Rubberglove; 5%-MA	NA	\$516	\$15,281	\$0	\$2,487	\$197	\$0	\$12	\$77	\$0	\$188	\$18,242	0%	\$0	\$18,242	
Chico	No Comparable Class																						
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						
Marysville	No Comparable Class																						
Nevada City	No Comparable Class																						
Orland	No Comparable Class																						
Oroville	No Comparable Class																						
Williams	No Comparable Class																						
Yuba City	No Comparable Class																						
Healdsburg	No Comparable Class																						Electric Operations Superintendent is Division Manager; Foreman is not full supervisor
Lassen Municipal Utility District	Line Crew Foreman	\$12,274	\$12,274	\$736	\$0	\$0	\$0	NA	\$0	\$13,010	\$3,348	inc	inc	inc	\$84	\$22	\$0	\$178	\$16,643	0%	\$0	\$16,643	Supervises
Lodi	Electric Foreperson	\$16,556	\$16,556	\$497	\$0	\$50	\$600/year-Class	NA	\$0	\$17,103	\$0	\$2,125	\$125	\$21	\$88	DNA-Self Funded	\$0	\$240	\$19,702	2%	\$331	\$19,371	
Plumas Sierra Rural Electric Cooperative	General Foreman	\$11,865	\$11,865	\$712	\$0	\$712	Salary Difference for Rubber Glove cert	NA	\$0	\$13,289	\$0	\$2,804	\$183	\$71	\$50	\$0	\$292	\$908	\$17,596	0%	\$0	\$17,596	
Redding	Electric Program Supervisor-Line	\$12,758	\$16,586	\$0	\$0	\$0		NA	\$0	\$16,586	\$1,727	inc	inc	inc	\$24	\$22	\$0	\$240	\$18,599	0%	\$0	\$18,599	
Roseville	Electric Operations Supervisor	\$15,794	\$21,165	\$635	\$529	\$0		NA	\$100	\$22,429	\$2,415	inc	inc	inc	\$29	\$10	\$100	\$307	\$25,290	0%	\$0	\$25,290	Broad
Shasta Lake	No Comparable Class																						Electric Operations Manager; Electric Lead Lineman
Truckee Donner Public Utility District	Electric Foreman	\$15,821	\$15,821	\$1,152	\$316	\$0		NA	\$0	\$17,289	\$0	\$3,772	\$190	\$125	\$106	\$5	\$0	\$1,139	\$22,625	0%	\$0	\$22,625	1.89% added back to base salary for retirement related purposes; one that covers both power services and service crew
Ukiah	Electrical Crew Foreperson	\$14,169	\$14,169	\$0	\$142	\$0		NA	\$0	\$14,311	\$0	\$2,371	\$122	\$15	\$2	\$0	\$0	\$205	\$17,026	0%	\$0	\$17,026	
Labor Market Median		\$15,821								\$16,586												\$18,599	
% Gridley is Above or Below Median		-22.15%								-8.54%													-1.96%
# Of Comparable Matches		7																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Electric Utility Director	\$14,168	\$14,168	\$0	\$142	\$0		NA	\$110	\$14,420	\$0	\$2,487	\$197	\$0	\$24	\$77	\$0	\$205	\$17,410	0%	\$0	\$17,410	
Chico	No Comparable Class																						
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						
Marysville	No Comparable Class																						
Nevada City	No Comparable Class																						
Orland	No Comparable Class																						
Oroville	No Comparable Class																						
Williams	No Comparable Class																						
Yuba City	No Comparable Class																						
Healdsburg	Utility Director	\$16,488	\$20,043	\$0	\$601	\$0		NA	\$0	\$20,644	\$0	\$2,674	\$143	\$18	\$19	\$52	\$0	\$291	\$23,841	0%	\$0	\$23,841	Electric, water treatment, water distribution, solid waste and wastewater
Lassen Municipal Utility District	No Comparable Class																						General Manager
Lodi	Electric Utility Director	\$23,449	\$28,502	\$855	\$0	\$0		NA	\$0	\$29,357	\$0	\$2,006	\$125	\$21	\$88	DNA-Self Funded	\$0	\$413	\$32,010	6%	\$1,710	\$30,300	
Plumas Sierra Rural Electric Cooperative	No Comparable Class																						General Manager
Redding	Director of Electric Utility	\$21,028	\$27,337	\$0	\$0	\$0		NA	\$0	\$27,337	\$1,727	inc	inc	inc	\$24	\$22	\$0	\$396	\$29,506	0%	\$0	\$29,506	
Roseville	Electric Utility Director	\$24,973	\$33,467	\$1,004	\$837	\$0		NA	\$100	\$35,408	\$2,415	inc	inc	inc	\$46	\$10	\$100	\$485	\$38,464	0%	\$0	\$38,464	
Shasta Lake	Electric Utility Director	\$24,476	\$24,476	\$0	\$0	\$0		NA	\$0	\$24,476	\$0	\$2,636	\$221	\$43	\$35	\$47	\$0	\$355	\$27,812	0%	\$0	\$27,812	
Truckee Donner Public Utility District	Director of Electric Power Supply	\$17,715	\$21,532	\$1,568	\$431	\$0		NA	\$0	\$23,531	\$0	\$3,772	\$190	\$125	\$144	\$5	\$0	\$1,222	\$28,988	0%	\$0	\$28,988	1.89% added back to base salary for retirement related purposes; Director of Electric Engineering and Operations is paid the same
Ukiah	Electric Utility Director	\$16,592	\$20,168	\$0	\$83	\$0		NA	\$0	\$20,251	\$0	\$2,371	\$122	\$15	\$0	\$0	\$0	\$292	\$23,052	0%	\$0	\$23,052	
Labor Market Median		\$24,476								\$24,476													\$28,988
% Gridley is Above or Below Median		-72.76%								-69.74%													-66.50%
# Of Comparable Matches		7																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Electrical Ground Support Worker	\$5,017	\$7,530	\$0	\$75	\$377	5%-MA	NA	\$0	\$7,982	\$0	\$2,487	\$197	\$0	\$12	\$77	\$0	\$109	\$10,864	0%	\$0	\$10,864	
Chico	No Comparable Class																						
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						
Marysville	No Comparable Class																						
Nevada City	No Comparable Class																						
Orland	No Comparable Class																						
Oroville	No Comparable Class																						
Williams	No Comparable Class																						
Yuba City	No Comparable Class																						
Healdsburg	No Comparable Class																						
Lassen Municipal Utility District	No Comparable Class																						Groundman classification has not been used in 21+ years
Lodi	No Comparable Class																						Electric Groundworker not budgeted
Plumas Sierra Rural Electric Cooperative	Groundman	\$5,621	\$6,549	\$393	\$0	\$0		NA	\$0	\$6,941	\$0	\$2,804	\$183	\$71	\$28	\$0	\$292	\$501	\$10,820	0%	\$0	\$10,820	
Redding	Groundworker	\$6,486	\$6,810	\$0	\$0	\$0		NA	\$0	\$6,810	\$1,727	inc	inc	inc	\$15	\$11	\$0	\$99	\$8,662	0%	\$0	\$8,662	
Roseville	No Comparable Class																						
Shasta Lake	No Comparable Class																						
Truckee Donner Public Utility District	No Comparable Class																						Groundman is not budgeted
Ukiah	No Comparable Class																						

Labor Market Median	Insuff Data	Insuff Data	Insuff Data
% Gridley is Above or Below Median	---	---	---
# Of Comparable Matches	2		

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Finance Director	\$11,614	\$11,614	\$0	\$116	\$0		NA	\$110	\$11,840	\$0	\$2,487	\$197	\$0	\$24	\$77	\$0	\$168	\$14,793	0%	\$0	\$14,793	
Chico	Administrative Services Director	\$15,604	\$15,604	\$0	\$0	\$0		NA	\$0	\$15,604	\$0	\$1,888	\$58	\$5	\$18	\$74	\$0	\$226	\$17,874	3%	\$468	\$17,406	Over IT also
Colusa	Finance Director	\$9,275	\$11,837	\$0	\$0	\$350	\$100-AA; \$250-BA	NA	\$0	\$12,187	\$0	\$2,733	\$217	\$20	\$14	\$0	\$0	\$906	\$16,078	0%	\$0	\$16,078	Over HR too
Grass Valley	Finance Director	\$10,868	\$15,747	\$333	\$0	\$0		NA	\$0	\$16,080	\$0	\$3,901	\$188	\$27	\$42	DNA	\$0	\$1,138	\$21,376	0%	\$0	\$21,376	
Live Oak	No Comparable Class																						Finance Director/Assistant City Manager
Marysville	No Comparable Class																						Consultant
Nevada City	No Comparable Class																						Assistant City Manager; CFO is not budgeted
Orland	No Comparable Class																						City Manager/Director of Finance
Oroville	No Comparable Class																						Assistant City Administrator- Administrative Services
Williams	Finance Officer	\$12,427	\$12,427	\$250	\$497	\$0		NA	\$150	\$13,324	\$1,900	inc	inc	inc	inc	DNA	\$0	\$951	\$16,174	0%	\$0	\$16,174	
Yuba City	Director of Finance	\$12,241	\$14,879	\$200	\$0	\$0		NA	\$0	\$15,079	\$0	\$1,508	\$120	inc	\$13	DNA	\$0	\$216	\$16,935	0%	\$0	\$16,935	Over IT also
<i>Labor Market Median</i>		\$14,879								\$15,079													\$16,935
<i>% Gridley is Above or Below Median</i>		-28.11%								-27.35%													-14.48%
<i># Of Comparable Matches</i>		5																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Human Resources Manager	\$5,854	\$6,589	\$0	\$66	\$0		NA	\$110	\$6,765	\$0	\$2,487	\$197	\$0	\$24	\$68	\$0	\$96	\$9,636	0%	\$0	\$9,636	
Chico	No Comparable Class																						Director level
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						
Marysville	No Comparable Class																						HR Director- Consultant
Nevada City	Administrative Services Manager/Deputy City Clerk	\$6,291	\$7,647	\$0	\$0	\$860	7.5%-MA; 1.25%-CPR and First Aid; 2.5% Cert	NA	\$0	\$8,507	\$0	\$3,511	\$115	\$7	DNA	DNA	\$0	\$585	\$12,725	0%	\$0	\$12,725	Also Deputy City Clerk
Orland	No Comparable Class																						
Oroville	Human Resources Manager	\$6,728	\$9,766	\$0	\$0	\$250	\$250-BA	NA	\$0	\$10,016	\$0	\$1,596	\$60	\$5	\$30	\$23	\$0	\$142	\$11,871	3%	\$293	\$11,578	
Williams	No Comparable Class																						
Yuba City	No Comparable Class																						Human Resources Manager not budgeted
Labor Market Median		Insuff Data								Insuff Data												Insuff Data	
% Gridley is Above or Below Median		---								---												---	
# Of Comparable Matches		2																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments	
Gridley	Maintenance Supervisor	\$5,407	\$7,245	\$0	\$72	\$2,664	\$365-Class B; 5%-MA; \$361-D2; \$672- T2; \$672-WW2; \$232-Backflow	NA	\$365	\$10,347	\$0	\$2,487	\$197	\$0	\$12	\$75	\$0	\$105	\$13,222	0%	\$0	\$13,222	No certs required	
Chico	Field Supervisor	\$5,437	\$7,290	\$0	\$0	\$986	5% Collections 2; 5% Traffic Signal Tech II; 2.5% Tree Risk Assessor Qualification; \$75 Class A; max of 4 certs	NA	\$0	\$8,277	\$0	\$1,888	\$58	\$5	\$9	\$35	\$0	\$106	\$10,377	3%	\$219	\$10,158	Broad-public works facilities and utilities, municipal buildings, airport facilities, parks, street trees; A or B	
Colusa	No Comparable Class																						Superintendent levels	
Grass Valley	Senior Maintenance Worker	\$5,311	\$6,456	\$0	\$161	\$1,130	7.5% max educational incentive; 10% max cert incentive	NA	\$0	\$7,747	\$2,283	inc	inc	inc	\$11	\$65	\$0	\$494	\$10,599	0%	\$0	\$10,599	Senior is Supervisory level; construction, maintenance, operation and repair of City owned and operated water distribution system, sewer collection system, associated storage facilities, and other related work as required; Class B; D2 preferred	
Live Oak	No Comparable Class																						Lead and Director	
Marysville	Lead Maintenance Worker	\$5,000	\$6,500	\$0	\$0	\$0		NA	\$0	\$6,500	\$0	\$1,454	\$115	\$16	DNA	DNA	\$0	\$94	\$8,180	0%	\$0	\$8,180	This is a working supervisor and directly supervises	
Nevada City	No Comparable Class																						Public Works Superintendent	
Orland	Public Works Supervisor	\$5,570	\$6,770	\$271	\$169	\$1,354	10% max cert; 10% max degree	NA	\$169	\$8,733	\$0	\$2,036	\$111	\$25	\$17	\$0	\$0	\$518	\$11,440	0%	\$0	\$11,440	Water production and distribution, sewer collection, wastewater treatment, industrial waste collection storm drainage, parks, streets, gutters, sidewalks, traffic safety, fleet maintenance and facility maintenance. Distribution Level: D2) required within 24 months of employment and sewer level highly desired	
Oroville	No Comparable Class																						Manager level	
Williams	Maintenance Supervisor	\$5,314	\$6,459	\$250	\$323	\$125	\$125-max	NA	\$150	\$7,307	\$1,900	inc	inc	inc	inc	DNA	\$0	\$494	\$9,701	0%	\$0	\$9,701	Maintenance of parks, streets, water, buildings, and other public works areas; Class B	
Yuba City	Wastewater Collection Supervisor	\$6,816	\$8,285	\$50	\$0	\$50	\$50/m max	NA	\$116	\$8,501	\$0	\$1,508	\$120	inc	\$5	DNA	\$0	\$120	\$10,254	0%	\$0	\$10,254	Have separate supervisors; Water Distribution Supervisor requires D4; Street Maintenance Supervisor, Park Maintenance Supervisor, Facility Maintenance Supervisor-all lower paid	
Labor Market Median		\$6,635								\$8,012													\$10,206	
% Gridley is Above or Below Median										22.57%													22.81%	
# Of Comparable Matches																								6

Data effective as of 4.2025

If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance- Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Maintenance Worker II	\$3,876	\$5,193	\$0	\$52	\$2,086	\$290-Class B; 5%-MA; + \$288-D2; \$526- T2; \$526- WW2; \$196 Backflow prevention	NA	\$290	\$7,621	\$0	\$2,487	\$197	\$0	\$12	\$53	\$0	\$75	\$10,445	0%	\$0	\$10,445	No certs required
Chico	Maintenance Worker	\$3,576	\$4,791	\$0	\$0	\$674	5% Collections 2; 5% Traffic Signal Tech II; 2.5% Tree Risk Assessor Qualification; \$75 Class A; max of 4 certs	NA	\$0	\$5,465	\$0	\$1,888	\$58	\$5	\$6	\$23	\$0	\$69	\$7,514	3%	\$144	\$7,370	Construction, repair and maintenance of municipal buildings, streets, parks, playgrounds, swimming pools, storm drains, facilities, assist with traffic signals, street lights, and related utilities; Class B within 6 months; employees permanently assigned to tree maintenance must obtain an International Society of Arboriculture (ISA) Tree Worker Certification; Electrical Hazards Awareness Program (EHAP) certificate, within six months of appointment.
Colusa	Senior Maintenance Worker	\$3,900	\$4,740	\$0	\$190	\$500	\$250-BA; \$125 Arborist; \$125- Utilities Grade 4 WW; max of 3 certs	NA	\$0	\$5,430	\$0	\$2,733	\$217	\$20	\$14	\$0	\$0	\$363	\$8,777	0%	\$0	\$8,777	Senior is journey level; maintenance, repair, construction, and clean-up of City streets, sewers, water, storm drains, parks, landscaped areas, and recreation facilities; Possession of an appropriate California Driver's License, as determined by the equipment operation needs and service requirements of the City
Grass Valley	Maintenance Worker II	\$3,869	\$4,703	\$0	\$118	\$823	7.5% max educational incentive; 10%	NA	\$0	\$5,644	\$2,283	inc	inc	inc	\$11	\$47	\$0	\$360	\$8,344	0%	\$0	\$8,344	Streets, Sewer, Facilities, and Parks Divisions; Class B within 6 months
Live Oak	Maintenance Worker II	\$3,723	\$4,812	\$0	\$0	\$0		NA	\$0	\$4,812	\$0	\$3,454	\$111	\$23	DNA	DNA	\$0	\$368	\$8,769	0%	\$0	\$8,769	Maintenance and repair of City facilities, roads, parks, grounds, plantings, streets, trees, recreation
Marysville	Maintenance Worker II	\$3,690	\$4,486	\$0	\$112	\$155	3% max cert; \$250/year-AA	NA	\$0	\$4,754	\$0	\$1,454	\$115	\$16	DNA	DNA	\$0	\$65	\$6,404	0%	\$0	\$6,404	Construction, maintenance and repair work involving public works, sewer and drainage systems, buildings, parking meters, and other public facilities; Class C
Nevada City	Maintenance Worker II	\$4,135	\$5,026	\$0	\$0	\$817	7.5% MA; 3.75% certs; 5% distribution ww treatment and/or water treatment	NA	\$0	\$5,843	\$0	\$3,511	\$115	\$7	DNA	DNA	\$0	\$384	\$9,860	0%	\$0	\$9,860	Construction, maintenance and repair work involving public works, sewer and drainage systems, water distribution systems, buildings, parking meters and pay stations, open space, right-of-way, creeks and vegetation and other public facilities; Class C; Work Zone Traffic Control Safety Certificate or successful completion of the Traffic Control Technician-CA State Specific Training Course through the American Traffic Safety Services Association (ATSSA) is required within one year of appointment; Water Distribution Grade I Certificate required within one year of appointment; California Water Education Academy (CWEA) Wastewater Certificate desirable.
Orland	Maintenance Worker	\$3,799	\$4,617	\$0	\$115	\$462	10% max cert	NA	\$115	\$5,310	\$0	\$2,331	\$112	\$25	\$17	\$0	\$0	\$353	\$8,147	0%	\$0	\$8,147	Construction, operation, repair, maintenance, and replacement of City water, sewer, street, and storm drainage facilities and systems; Valid State Driver's license and CDL certification, or ability to obtain one
Oroville	Public Works Operator II	\$3,655	\$5,142	\$0	\$0	\$333	\$1000/year-CDL; \$250-BA	NA	\$83	\$5,559	\$0	\$1,596	\$60	\$5	\$16	\$12	\$0	\$75	\$7,322	0%	\$0	\$7,322	Construction, maintenance and repair of City streets, storm drains, sewer systems, and related appurtenances; Class B; Park Maintenance
Williams	Public Works Maintenance	\$3,780	\$4,594	\$250	\$230	\$125	\$125-max	NA	\$150	\$5,349	\$1,900	inc	inc	inc	inc	DNA	\$0	\$351	\$7,600	0%	\$0	\$7,600	Parks, streets, lights, water, wastewater collections, landscape, buildings and grounds, flood control, storm drains, special events, traffic control and general janitorial functions
Yuba City	Wastewater Collection Maintenance Worker II	\$5,215	\$6,229	\$22	\$0	\$93	1.5% passenger endorsement	NA	\$140	\$6,484	\$0	\$1,508	\$120	inc	\$2	\$0	\$0	\$90	\$8,205	0%	\$0	\$8,205	Park Maintenance Worker II, Public Works Maintenance Worker II and Building Maintenance Worker II are all lower paid
Labor Market Median		\$4,765								\$5,447								\$8,176					
% Gridley is Above or Below Median		8.23%								28.52%								21.72%					
# Of Comparable Matches		10																					

Data effective as of 4.2025

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PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Planning Technician	Market Check	Market Check							Market Check		\$2,487							Market Check			Market Check	No job description
Chico	No Comparable Class																						Not budgeted
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						
Marysville	Planning Technician	\$4,338	\$5,273	\$0	\$132	\$0		NA	\$0	\$5,405	\$0	\$1,454	\$115	\$16	DNA	DNA	\$0	\$76	\$7,067	0%	\$0	\$7,067	AA
Nevada City	Community Development Technician	\$5,561	\$6,759	\$0	\$0	\$591	7.5%-MA; 1.25%-CPR and First Aid	NA	\$0	\$7,350	\$0	\$3,511	\$115	\$7	DNA	DNA	\$0	\$517	\$11,500	0%	\$0	\$11,500	
Orland	No Comparable Class																						
Oroville	Community Development Technician II-Planning	\$3,840	\$5,403	\$0	\$0	\$250	\$250-BA	NA	\$83	\$5,736	\$0	\$1,596	\$60	\$5	\$17	\$13	\$0	\$78	\$7,505	0%	\$0	\$7,505	
Williams	No Comparable Class																						
Yuba City	No Comparable Class																						
		<i>Labor Market Median</i>	\$5,403								\$5,736											\$7,505	
		<i>% Gridley is Above or Below Median</i>	<i>Market Check</i>								<i>Market Check</i>											<i>Market Check</i>	
		<i># Of Comparable Matches</i>	3																				

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PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Police Chief	\$11,614	\$11,614	\$0	\$116	\$0		\$108	\$110	\$11,948	\$0	\$2,487	\$197	\$0	\$24	\$77	\$0	\$168	\$14,902	0%	\$0	\$14,902	
Chico	Chief of Police	\$20,080	\$20,080	\$0	\$0	\$0		Unknown	\$0	\$20,080	\$0	\$1,888	\$58	\$5	\$24	\$89	\$0	\$291	\$22,435	3%	\$602	\$21,832	
Colusa	Police Chief	\$8,838	\$11,280	\$0	\$0	\$475	\$120-BA; \$100-AA; \$125-Adv POST	\$65	\$0	\$11,820	\$0	\$2,733	\$217	\$20	\$14	\$0	\$0	\$863	\$15,668	0%	\$0	\$15,668	
Grass Valley	Police Chief	\$13,290	\$19,074	\$333	\$0	\$0		\$73	\$0	\$19,480	\$0	\$3,901	\$188	\$27	\$42	DNA	\$0	\$1,186	\$24,824	0%	\$0	\$24,824	
Live Oak	No Comparable Class																						Sutter County Sheriff
Marysville	Police Chief	\$10,667	\$13,333	\$0	\$0	\$0		provided	\$0	\$13,333	\$0	\$1,454	\$115	\$16	DNA	DNA	\$0	\$193	\$15,112	0%	\$0	\$15,112	No job description
Nevada City	Police Chief	\$12,420	\$12,420	\$108	\$621	\$2,174	17.5% max	\$125	\$0	\$15,448	\$0	\$3,511	\$115	\$7	DNA	DNA	\$0	\$950	\$20,031	0%	\$0	\$20,031	
Orland	Police Chief	\$10,308	\$10,308	\$412	\$0	\$0		\$100	\$0	\$10,821	\$0	\$2,036	\$111	\$25	\$17	\$0	\$0	\$789	\$13,798	0%	\$0	\$13,798	
Oroville	Police Chief	\$11,289	\$15,884	\$0	\$0	\$477	3% MA	\$79	\$0	\$16,440	\$0	\$1,596	\$60	\$5	\$49	\$27	\$0	\$230	\$18,406	0%	\$0	\$18,406	Interim
Williams	Police Chief	\$11,158	\$11,158	\$50	\$446	\$0		NA	\$0	\$11,655	\$2,100	inc	inc	inc	inc	DNA	\$0	\$854	\$14,608	0%	\$0	\$14,608	
Yuba City	Police Chief	\$14,311	\$17,396	\$200	\$0	\$0		\$75	\$0	\$17,671	\$0	\$2,222	\$120	inc	\$13	DNA	\$0	\$252	\$20,278	0%	\$0	\$20,278	
Labor Market Median		\$13,333								\$15,448												\$18,406	
% Gridley is Above or Below Median		-14.80%								-29.29%												-23.52%	
# Of Comparable Matches		9																					

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Gridley	Police Lieutenant	\$8,973	\$10,099	\$0	\$101	\$0		\$108	\$110	\$10,418	\$0	\$2,487	\$197	\$0	\$24	\$77	\$0	\$146	\$13,350	0%	\$0	\$13,350	
Chico	Police Lieutenant	\$11,687	\$15,086	\$0	\$0	\$754	5% Adv POST \$120-BA; \$100-AA; \$125-Adv POST	\$108	\$0	\$15,949	\$0	\$1,888	\$3	\$5	\$18	\$30	\$0	\$219	\$18,111	3%	\$453	\$17,658	
Colusa	Police Lieutenant	\$6,382	\$7,757	\$0	\$310	\$475		\$65	\$0	\$8,607	\$0	\$2,733	\$217	\$20	\$14	\$0	\$0	\$593	\$12,186	0%	\$0	\$12,186	
Grass Valley	Police Lieutenant	\$9,203	\$12,583	\$0	\$0	\$1,573	12.5% max	\$115	\$0	\$14,270	\$2,630	inc	inc	inc	\$11	DNA	\$0	\$963	\$17,874	0%	\$0	\$17,874	
Live Oak	No Comparable Class																						Sutter County Sheriff
Marysville	Police Lieutenant	\$8,700	\$10,875	\$0	\$0	\$0		provided	\$0	\$10,875	\$0	\$1,454	\$115	\$16	DNA	DNA	\$0	\$158	\$12,618	0%	\$0	\$12,618	
Nevada City	Police Lieutenant	\$8,461	\$10,285	\$0	\$0	\$2,211	7.5%-MA; 14%-POST certs	\$83	\$0	\$12,580	\$0	\$3,511	\$115	\$7	DNA	DNA	\$0	\$787	\$16,999	0%	\$0	\$16,999	
Orland	No Comparable Class																						
Oroville	Police Lieutenant	\$8,536	\$12,011	\$0	\$0	\$250	\$250-BA	\$79	\$0	\$12,340	\$0	\$1,596	\$60	\$5	\$37	\$27	\$0	\$174	\$14,239	3%	\$360	\$13,878	
Williams	Police Lieutenant	\$7,075	\$8,600	\$50	\$430	\$225	\$225-max	\$125	\$150	\$9,580	\$2,100	inc	inc	inc	inc	DNA	\$0	\$658	\$12,337	0%	\$0	\$12,337	
Yuba City	Police Lieutenant	\$10,638	\$12,930	\$100	\$0	\$323	2.5% max	\$75	\$181	\$13,609	\$0	\$2,222	\$120	inc	\$5	\$0	\$0	\$187	\$16,143	0%	\$0	\$16,143	
Labor Market Median		\$11,443								\$12,460													\$15,011
% Gridley is Above or Below Median		-13.31%								-19.60%													-12.44%
# Of Comparable Matches		8																					

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Gridley	Police Officer	\$4,898	\$6,408	\$50	\$128	\$935	\$217- Adv POST; \$217- Supv POST;	\$108	\$334	\$7,963	\$0	\$2,487	\$197	\$0	\$12	\$0	\$0	\$93	\$10,752	0%	\$0	\$10,752	
Chico	Police Officer	\$6,634	\$8,890	\$889	\$0	\$444	5% max	\$108	\$0	\$10,331	\$0	\$1,888	\$3	\$5	\$10	\$30	\$100	\$129	\$12,496	3%	\$267	\$12,230	
Colusa	Police Officer	\$4,620	\$5,616	\$0	\$225	\$475	\$475- max	\$65	\$0	\$6,381	\$0	\$2,733	\$217	\$20	\$14	\$0	\$0	\$430	\$9,795	0%	\$0	\$9,795	
Grass Valley	Police Officer II	\$6,504	\$8,719	\$262	\$218	\$654	7.5% max	\$73	\$0	\$9,925	\$2,130	inc	inc	inc	\$11	\$0	\$0	\$667	\$12,733	0%	\$0	\$12,733	
Live Oak	No Comparable Class																						Sutter County Sheriff
Marysville	Police Officer	\$5,265	\$6,400	\$0	\$160	\$320	5% max	\$83	\$0	\$6,963	\$0	\$2,816	\$115	\$16	DNA	DNA	\$0	\$93	\$10,004	0%	\$0	\$10,004	
Nevada City	Police Officer	\$5,425	\$6,594	\$0	\$0	\$1,418	21.5% max	\$83	\$0	\$8,095	\$0	\$3,511	\$115	\$7	DNA	DNA	\$0	\$504	\$12,232	0%	\$0	\$12,232	
Orland	Patrol Officer	\$5,170	\$6,724	\$0	\$168	\$639	9.5% max	\$100	\$0	\$7,631	\$0	\$2,036	\$113	\$25	\$17	\$0	\$0	\$514	\$10,336	0%	\$0	\$10,336	
Oroville	Police Officer	\$6,535	\$8,341	\$0	\$0	\$400	\$400-max	\$79	\$200	\$9,020	\$0	\$1,944	\$60	\$5	\$26	\$20	\$0	\$121	\$11,195	3%	\$250	\$10,945	
Williams	Police Officer	\$5,241	\$6,371	\$50	\$319	\$225	\$225-max	\$125	\$150	\$7,239	\$2,100	inc	inc	inc	inc	DNA	\$0	\$487	\$9,827	0%	\$0	\$9,827	
Yuba City	Police Officer	\$6,022	\$7,686	\$0	\$192	\$769	10% max	\$75	\$108	\$8,829	\$0	\$2,222	\$120	inc	\$1	\$0	\$26	\$111	\$11,310	0%	\$0	\$11,310	
<i>Labor Market Median</i>		\$6,724								\$8,095													\$10,945
<i>% Gridley is Above or Below Median</i>		-4.93%								-1.65%													-1.79%
<i># Of Comparable Matches</i>		9																					

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Gridley	Police Sergeant	\$5,906	\$7,726	\$50	\$155	\$1,056	\$241- Adv POST; \$241- Supv POST;	\$108	\$383	\$9,478	\$0	\$2,487	\$197	\$0	\$12	\$0	\$0	\$112	\$12,285	0%	\$0	\$12,285	
Chico	Police Sergeant	\$9,353	\$11,939	\$1,194	\$0	\$597	5% max	\$108	\$0	\$13,839	\$0	\$1,888	\$3	\$5	\$14	\$30	\$100	\$173	\$16,052	3%	\$358	\$15,693	
Colusa	Police Sergeant	\$5,707	\$6,937	\$0	\$277	\$475	\$475- max	\$65	\$0	\$7,754	\$0	\$2,733	\$217	\$20	\$14	\$0	\$0	\$531	\$11,270	0%	\$0	\$11,270	
Grass Valley	Police Sergeant	\$8,146	\$10,911	\$327	\$273	\$546	5% max	\$73	\$0	\$12,130	\$2,130	inc	inc	inc	\$11	\$0	\$0	\$835	\$15,105	0%	\$0	\$15,105	
Live Oak	No Comparable Class																						Sutter County Sheriff
Marysville	Police Sergeant	\$6,097	\$7,411	\$0	\$185	\$741	10% max	\$83	\$0	\$8,421	\$0	\$2,816	\$115	\$16	DNA	DNA	\$0	\$107	\$11,476	0%	\$0	\$11,476	
Nevada City	Police Sergeant	\$6,291	\$7,647	\$0	\$0	\$1,644	21.5% max	\$83	\$0	\$9,374	\$0	\$3,511	\$115	\$7	DNA	DNA	\$0	\$585	\$13,592	0%	\$0	\$13,592	
Orland	Police Sergeant	\$7,060	\$7,946	\$0	\$199	\$755	9.5% max	\$100	\$0	\$9,000	\$0	\$2,036	\$113	\$25	\$17	\$0	\$0	\$608	\$11,798	0%	\$0	\$11,798	
Oroville	Police Sergeant	\$7,842	\$10,009	\$0	\$0	\$400	\$400-max	\$79	\$200	\$10,688	\$0	\$1,944	\$60	\$5	\$31	\$24	\$0	\$145	\$12,896	3%	\$300	\$12,596	
Williams	Police Sergeant	\$6,183	\$7,516	\$50	\$376	\$225	\$225-max	\$125	\$150	\$8,442	\$2,100	inc	inc	inc	inc	DNA	\$0	\$575	\$11,117	0%	\$0	\$11,117	
Yuba City	Police Sergeant	\$7,573	\$9,206	\$50	\$230	\$1,169	12.7% max	\$75	\$129	\$10,859	\$0	\$2,222	\$120	inc	\$3	\$0	\$31	\$133	\$13,369	0%	\$0	\$13,369	
<i>Labor Market Median</i>		\$7,946								\$9,374													\$12,596
<i>% Gridley is Above or Below Median</i>		-2.85%								1.09%													-2.53%
<i># Of Comparable Matches</i>		9																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Principal Planner	\$7,515	\$8,458	\$0	\$85	\$0		\$0	\$110	\$8,653	\$0	\$2,487	\$197	\$0	\$24	\$77	\$0	\$123	\$11,560	0%	\$0	\$11,560	No job description
Chico	Principal Planner	\$9,173	\$12,295	\$0	\$0	\$25	\$25-Notary	NA	\$0	\$12,320	\$0	\$1,888	\$58	\$5	\$14	\$59	\$0	\$178	\$14,522	6%	\$738	\$13,784	
Colusa	No Comparable Class																						
Grass Valley	Principal Planner	\$8,257	\$10,726	\$0	\$0	\$268	2.5% MA	NA	\$0	\$10,994	\$2,630	inc	inc	inc	\$11	DNA	\$0	\$821	\$14,455	0%	\$0	\$14,455	
Live Oak	No Comparable Class																						
Marysville	No Comparable Class																						
Nevada City	City Planner	\$7,396	\$8,869	\$0	\$0	\$998	7.5%-MA; 1.25%-CPR and First Aid vert; 2.5%-	NA	\$0	\$9,867	\$0	\$3,511	\$115	\$7	DNA	DNA	\$0	\$678	\$14,178	0%	\$0	\$14,178	
Orland	No Comparable Class																						Contracted out
Oroville	No Comparable Class																						
Williams	City Planner	\$7,819	\$7,819	\$250	\$313	\$0		NA	\$0	\$8,382	\$1,900	inc	inc	inc	inc	DNA	\$0	\$598	\$10,880	0%	\$0	\$10,880	
Yuba City	No Comparable Class																						Principal Planner not budgeted
Labor Market Median		\$9,798								\$10,430												\$13,981	
% Gridley is Above or Below Median		-15.84%								-20.55%												-20.94%	
# Of Comparable Matches		4																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Public Safety Dispatcher and Records Supervisor	\$3,902	\$5,106	\$50	\$102	\$804	\$191-Adv POST; \$191-Supv POST;	NA	\$331	\$6,393	\$0	\$2,487	\$197	\$0	\$12	\$0	\$0	\$74	\$9,163	0%	\$0	\$9,163	Over Dispatch and Records
Chico	Communications Supervisor	\$6,003	\$8,042	\$804	\$0	\$402	5% max	NA	\$0	\$9,248	\$0	\$1,888	\$58	\$5	\$9	\$38	\$0	\$117	\$11,363	6%	\$483	\$10,881	Police Records Supervisor is paid the same
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						Sutter County Sheriff
Marysville	Dispatch/Records Supervisor	\$4,719	\$5,736	\$0	\$143	\$724	5%-BA; \$150-MA; 5%-Adv POST	NA	\$0	\$6,603	\$0	\$2,816	\$115	\$16	DNA	DNA	\$0	\$83	\$9,634	0%	\$0	\$9,634	
Nevada City	No Comparable Class																						
Orland	Communications and Records Supervisor	\$4,961	\$6,145	\$0	\$154	\$584	9.5% max	\$100	\$0	\$6,982	\$0	\$2,036	\$113	\$25	\$17	\$0	\$0	\$470	\$9,643	0%	\$0	\$9,643	
Oroville	Dispatch Supervisor	\$5,290	\$7,089	\$0	\$0	\$250	\$250-BA	NA	\$200	\$7,539	\$0	\$1,944	\$60	\$5	\$22	\$17	\$0	\$103	\$9,689	3%	\$213	\$9,476	Have separate Records Technician Supervisor but no salary range
Williams	No Comparable Class																						Colusa County Sheriff
Yuba City	Communications Center Supervisor	\$6,472	\$7,867	\$50	\$197	\$787	10% max	NA	\$110	\$9,011	\$0	\$2,222	\$120	inc	\$3	\$0	\$27	\$114	\$11,496	0%	\$0	\$11,496	Police Records Supervisor lower paid
Labor Market Median		\$7,089								\$7,539													\$9,643
% Gridley is Above or Below Median		-38.84%								-17.92%													-5.25%
# Of Comparable Matches		5																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Public Safety Dispatcher	\$3,717	\$4,864	\$50	\$97	\$804	\$191-Adv POST; \$191-Supv POST;	NA	\$331	\$6,146	\$0	\$2,487	\$197	\$0	\$12	\$0	\$0	\$71	\$8,912	0%	\$0	\$8,912	
Chico	Public Safety Dispatcher-Intermediate	\$4,855	\$6,505	\$651	\$0	\$325	5% max \$250-BA; \$100-AA; \$125-Adv POST	NA	\$0	\$7,481	\$0	\$1,888	\$58	\$5	\$8	\$31	\$0	\$94	\$9,565	6%	\$390	\$9,175	
Colusa	Police Services Technician	\$3,366	\$4,091	\$0	\$164	\$475		NA	\$0	\$4,730	\$0	\$2,733	\$217	\$20	\$14	\$0	\$0	\$313	\$8,028	0%	\$0	\$8,028	Does Dispatch
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						Sutter County Sheriff
Marysville	Public Safety Dispatcher	\$4,096	\$4,979	\$0	\$124	\$648	5%-BA; \$150-MA; 5%-Adv POST	NA	\$0	\$5,751	\$0	\$2,816	\$115	\$16	DNA	DNA	\$0	\$72	\$8,771	0%	\$0	\$8,771	
Nevada City	No Comparable Class																						
Orland	Dispatch-Records Clerk	\$3,887	\$4,815	\$0	\$120	\$457	9.5% max	\$100	\$0	\$5,493	\$0	\$2,036	\$113	\$25	\$17	\$0	\$0	\$368	\$8,052	0%	\$0	\$8,052	
Oroville	Public Safety Communications Specialist/Police Dispatcher	\$4,132	\$5,538	\$0	\$0	\$250	\$250-BA	NA	\$200	\$5,988	\$0	\$1,944	\$60	\$5	\$17	\$13	\$0	\$80	\$8,107	3%	\$166	\$7,941	
Williams	No Comparable Class																						Colusa County Sheriff
Yuba City	Public Safety Dispatcher II	\$4,995	\$6,071	\$0	\$152	\$455	7.5% max	NA	\$137	\$6,815	\$0	\$2,222	\$120	inc	\$1	\$0	\$21	\$88	\$9,266	0%	\$0	\$9,266	
										\$5,870											\$8,412		
										4.50%											5.62%		
Labor Market Median		\$5,259												\$8,412									
% Gridley is Above or Below Median		-8.11%												4.50%									
# Of Comparable Matches		6												5.62%									

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Public Works Director	\$11,614	\$11,614	\$0	\$116	\$0		NA	\$110	\$11,840	\$0	\$2,487	\$197	\$0	\$24	\$77	\$0	\$168	\$14,793	0%	\$0	\$14,793	Public facility engineering; construction and maintenance of streets, storm drains, sewer systems, water systems, and public utilities; City building, equipment and fleet maintenance; water and wastewater certifications desired; BA desired; no PE
Chico	No Comparable Class																						Have Director of Public Works-Engineering and Director of Public Works-Maintenance
Colusa	Public Works/Utilities Administrator	\$9,667	\$12,338	\$0	\$0	\$500	\$250-BA, \$125-Arborist; \$125-Grade 4 WW	NA	\$0	\$12,838	\$0	\$2,733	\$217	\$20	\$14	\$0	\$0	\$944	\$16,767	0%	\$0	\$16,767	Plans, organizes, and manages the City's Public Works and public utilities operations, functions, and services; coordinates capital improvement projects with engineering consultants; City's water distribution, wastewater collection, and wastewater treatment functions; Grade III Wastewater Treatment Plant Operator Certification; under special circumstances the person may be deemed qualified if they have passed the Grade III Operator Certification Exam, are within 6 months of obtaining their time in grade requirement for certification, and the City has sufficient coverage to meet regulatory requirements for those 6 months; Distribution Operator Grade II Certification; Water Treatment Operator Grade II certification; Class B California Driver's License; Cross Connection Specialist Certification; No BA
Grass Valley	Public Works Director of Operations	\$10,868	\$15,747	\$333	\$0	\$0		NA	\$0	\$16,080	\$0	\$3,901	\$188	\$27	\$42	DNA	\$0	\$1,138	\$21,376	0%	\$0	\$21,376	Water, Wastewater, Streets, Fleet, Facilities, and Park Maintenance; No BA required; Class B desired; Distribution Grade III; Confined Space Certification within 6 months of hire; Register with the State Water Resources Control Board as legally responsible official (LRO) to enter, certify, and submit data into the online sanitary sewer overflow (SSO) database on behalf of City of Grass Valley in accordance with the latest Statewide General Waste Discharge Requirements for Sanitary Sewer Systems; Grade IV or higher Wastewater Certificate, issued by the California Water Resources Control Board and possession of a valid State of California Grade III or higher Water Treatment Plant Operator Certificate is highly desirable.
Live Oak	Director of Public Works	\$6,877	\$10,459	\$0	\$0	\$0		NA	\$125	\$10,584	\$0	\$3,454	\$111	\$23	DNA	DNA	\$0	\$800	\$14,973	0%	\$0	\$14,973	Streets, utilities, water treatment and wastewater treatment, BA; Grade 2 or higher water treatment and distribution certification; Grade 4 or higher wastewater treatment certification.
Marysville	Public Works Director	\$10,083	\$12,583	\$0	\$0	\$0		NA	\$0	\$12,583	\$0	\$1,454	\$115	\$16	DNA	DNA	\$0	\$182	\$14,351	0%	\$0	\$14,351	Parks, Streets, Public Facilities, Wastewater Treatment/Sewage, Storm Water, and Engineering; BA; PE desired
Nevada City	City Engineer/Public Works Director	\$9,813	\$11,927	\$0	\$0	\$895	7.5% MA	NA	\$0	\$12,822	\$0	\$3,511	\$115	\$7	DNA	DNA	\$0	\$912	\$17,367	0%	\$0	\$17,367	Streets, public facilities, wastewater treatment/sewage, storm water, water, parks and engineering; PE; BA
Orland	Director of Public Works	\$7,272	\$8,839	\$354	\$221	\$884	10% max cert	NA	\$221	\$10,518	\$0	\$2,036	\$111	\$25	\$17	\$0	\$0	\$676	\$13,384	0%	\$0	\$13,384	Streets, sewers, water, parks, traffic safety, sewage treatment, engineering and maintenance; No BA
Oroville	Director of Public Works	\$10,190	\$14,592	\$730	\$0	\$438	3% MA	NA	\$0	\$15,759	\$0	\$1,596	\$60	\$5	\$45	\$27	\$0	\$212	\$17,703	0%	\$0	\$17,703	Public facility engineering; construction and maintenance of streets, storm drains, sewer systems and public utilities; municipal airport, City building, equipment and fleet maintenance; BA; PE required
Williams	Public Works Director	\$13,000	\$13,000	\$250	\$520	\$0		NA	\$0	\$13,770	\$1,900	inc	inc	inc	inc	DNA	\$0	\$995	\$16,665	0%	\$0	\$16,665	Streets, parks, water, sewer, and building maintenance; Class B; No BA
Yuba City	No Comparable Class																						Public Works and Development Services Director is over development services too
Labor Market Median		\$12,461								\$12,830													\$16,716
% Gridley is Above or Below Median		-7.29%								-8.36%													-12.99%
# Of Comparable Matches		8																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Recreation Coordinator	\$3,725	\$3,725	\$0	\$37	\$0		NA	\$110	\$3,872	\$0	\$2,487	\$197	\$0	\$24	\$38	\$0	\$54	\$6,672	0%	\$0	\$6,672	
Chico	No Comparable Class																						No Recreation
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						
Marysville	No Comparable Class																						
Nevada City	No Comparable Class																						
Orland	No Comparable Class																						
Oroville	No Comparable Class																						
Williams	No Comparable Class																						
Yuba City	Recreation Coordinator	\$4,280	\$5,202	\$22	\$0	\$0		NA	\$117	\$5,341	\$0	\$1,508	\$120	inc	\$2	\$0	\$0	\$75	\$7,046	0%	\$0	\$7,046	
Labor Market Median		Insuff Data								Insuff Data												Insuff Data	
% Gridley is Above or Below Median		---								---												---	
# Of Comparable Matches		1																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Recreation Director	Market Check	Market Check							Market Check		\$2,487							Market Check			Market Check	No job description
Chico	No Comparable Class																						No Recreation
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						
Live Oak	Director of Parks and Recreation	\$6,280	\$9,551	\$0	\$0	\$0		NA	\$125	\$9,676	\$0	\$3,454	\$111	\$23	DNA	DNA	\$0	\$731	\$13,996	0%	\$0	\$13,996	Over parks too
Marysville	No Comparable Class																						
Nevada City	No Comparable Class																						
Orland	Director of Recreation	\$4,523	\$5,498	\$220	\$137	\$550	10% max	NA	\$137	\$6,543		\$2,036	\$111	\$25	\$17	\$0	\$0	\$421	\$9,152	0%	\$0	\$9,152	
Oroville	No Comparable Class																						
Williams	No Comparable Class																						
Yuba City	Community Services Director	\$12,613	\$15,332	\$200	\$0	\$0		NA	\$0	\$15,532	\$0	\$1,508	\$120	inc	\$13	DNA	\$0	\$222	\$17,395	0%	\$0	\$17,395	Over Recreation, Parks and Animal Services
<i>Labor Market Median</i>			\$9,551								\$9,676												\$13,996
<i>% Gridley is Above or Below Median</i>			<i>Market Check</i>								<i>Market Check</i>												<i>Market Check</i>
<i># Of Comparable Matches</i>			3																				

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Transit Vehicle Operator	\$4,457	\$5,973	\$0	\$60	\$713	\$318-Class B; \$96-Notary; 5%-MA	NA	\$318	\$7,063	\$0	\$2,487	\$197	\$0	\$12	\$62	\$0	\$87	\$9,907	0%	\$0	\$9,907	
Chico	No Comparable Class																						
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						
Marysville	No Comparable Class																						
Nevada City	No Comparable Class																						
Orland	No Comparable Class																						
Oroville	No Comparable Class																						
Williams	No Comparable Class																						
Yuba City	No Comparable Class																						
Labor Market Median		Insuff Data								Insuff Data								Insuff Data					
% Gridley is Above or Below Median		---								---								---					
# Of Comparable Matches		0																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation (PEPRA)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Uniform Allowance-Sworn Only	Bilingual Pay (included only if ALL all eligible; if limited by assignment or number, not included)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Gridley	Utility Technician	\$6,127	\$6,127	\$0	\$61	\$686	\$380 - Class B; 5% MA	NA	\$330	\$7,205	\$0	\$2,487	\$197	\$0	\$12	\$63	\$0	\$89	\$10,052	0%	\$0	\$10,052	
Chico	No Comparable Class																						
Colusa	No Comparable Class																						
Grass Valley	No Comparable Class																						
Live Oak	No Comparable Class																						
Marysville	No Comparable Class																						
Nevada City	No Comparable Class																						
Orland	No Comparable Class																						
Oroville	No Comparable Class																						
Williams	No Comparable Class																						
Yuba City	No Comparable Class																						Field Customer Services Representative II requires D1
Healdsburg	No Comparable Class																						Utility Worker requires D2 and Wastewater Collections II
Lassen Municipal Utility District	No Comparable Class																						Meter Reader/Collector is not budgeted
Lodi	Field Services Representative	\$5,132	\$6,238	\$187	\$0	\$0		NA	\$0	\$6,426	\$0	\$2,006	\$125	\$21	\$9	DNA-Self Funded	\$0	\$90	\$8,677	5%	\$312	\$8,365	
Plumas Sierra Rural Electric Cooperative	No Comparable Class																						Meter Reader/Collector is not budgeted
Redding	Electric Utility Field Services Technician	\$7,143	\$7,143	\$0	\$0	\$0		NA	\$0	\$7,143	\$1,727	inc	inc	inc	\$16	\$11	\$0	\$104	\$9,001	0%	\$0	\$9,001	Meter Reader is lower paid
Roseville	Utility Customer Service Field Representative II	\$5,237	\$7,368	\$221	\$184	\$0		NA	\$100	\$7,873	\$2,415	inc	inc	inc	\$10	\$12	\$100	\$107	\$10,517	0%	\$0	\$10,517	Meter Reader is lower paid
Shasta Lake	Meter Reader and Warehouse Worker	\$5,647	\$5,647	\$0	\$0	\$0		NA	\$0	\$5,647	\$0	\$2,636	\$221	\$43	\$23	\$23	\$0	\$82	\$8,676	0%	\$0	\$8,676	
Truckee Donner Public Utility District	No Comparable Class																						Meter Reader/Collections/Service Technician is not budgeted; Meter Reader/CSR is not budgeted
Ukiah	Meter Reader	\$4,251	\$5,167	\$0	\$83	\$0		NA	\$0	\$5,250	\$0	\$2,371	\$122	\$15	\$0	\$0	\$0	\$75	\$7,833	0%	\$0	\$7,833	
Labor Market Median		\$6,238								\$6,426													\$8,676
% Gridley is Above or Below Median		-1.82%								10.81%													13.69%
# Of Comparable Matches		5																					

Data effective as of 4.2025
If ER contribution towards benefit is based on years of service, year 10 is used

**Appendix B - Table 1
MOU Expiration Date and Last/Future COLA/Salary Range Increase Information**

Agency	MOU Expiration Date	Date of Next COLA/Salary Increase(s)-Amount(s)
Gridley	<p align="center"><i>POA 6/2025</i></p> <p align="center"><i>IBEW 6/2025</i></p> <p align="center"><i>Management, Mid Management, Confidential, Unrepresented 6/2025</i></p>	<p align="center"><i>POA None Scheduled</i></p> <p align="center"><i>IBEW None Scheduled</i></p> <p align="center"><i>Management, Mid Management, Confidential, Unrepresented None Scheduled</i></p>
Chico	<p align="center">UPEC 12/2025</p> <p align="center">CPSA 6/2025</p> <p align="center">Confidential 12/2025</p> <p align="center">SEIU 12/2025</p> <p align="center">Public Safety Management 6/2026</p> <p align="center">POA 6/2026</p> <p align="center">Management 6/2025</p> <p align="center">Directors NA</p> <p align="center">City Manager NA</p>	<p align="center">UPEC None Scheduled</p> <p align="center">CPSA None Scheduled</p> <p align="center">Confidential None Scheduled</p> <p align="center">SEIU None Scheduled</p> <p align="center">Public Safety Management 7/2025-2%</p> <p align="center">POA 7/2025-2%</p> <p align="center">Management None Scheduled</p> <p align="center">Directors None Scheduled</p> <p align="center">City Manager 7/2025-5%</p>

**Appendix B - Table 1
MOU Expiration Date and Last/Future COLA/Salary Range Increase Information**

Agency	MOU Expiration Date	Date of Next COLA/Salary Increase(s)-Amount(s)
Colusa	City Manager NA Dept. Heads 4/2027 Mid-Management 4/2027 Misc. 4/2027 POA 4/2027	City Manager None Scheduled Dept. Heads None Scheduled Mid-Management None Scheduled Misc. None Scheduled POA None Scheduled
Grass Valley	Directors/City Manager NA MSPC 12/2025 Local 39- Unit 3 6/2027 Local 39- Unit 2 6/2027 POA 6/2026	Directors/City Manager None Scheduled MSPC None Scheduled Local 39- Unit 3 7/2025-2% Local 39- Unit 2 7/2025-2% POA 7/2025-1x lump sum \$3,500
Healdsburg	IBEW 6/2025 Executive Management 6/2028	IBEW None Scheduled Executive Management 7/2025- 2% - 3% (CPI)
Lassen Municipal Utility District	6/2028	7/2025 3% - 5%

Appendix B - Table 1
MOU Expiration Date and Last/Future COLA/Salary Range Increase Information

Agency	MOU Expiration Date	Date of Next COLA/Salary Increase(s)-Amount(s)
Live Oak	Local 1 6/2025 Unrepresented NA	Local 1 None Scheduled Unrepresented None Scheduled
Lodi	IBEW 12/2028 Executive 12/2025 General 12/2025	IBEW 1/2026-2% Executive None Scheduled General None Scheduled
Marysville	Executive and Mid Management NA POA-Misc 6/2025 POA-Safety 6/2025 Teamsters 6/2025	Executive and Mid Management In negotiations POA-Misc None Scheduled POA-Safety None Scheduled Teamsters None Scheduled
Nevada City	POA 6/2025 Misc. 6/2025 Management/Supervisory 6/2025 Dept. Heads/City Manager NA	POA None Scheduled Misc. None Scheduled Management/Supervisory None Scheduled Dept. Heads/City Manager None Scheduled

Appendix B - Table 1
MOU Expiration Date and Last/Future COLA/Salary Range Increase Information

Agency	MOU Expiration Date	Date of Next COLA/Salary Increase(s)-Amount(s)
Orland	General 6/2025 Police 6/2025 UPEC Mid Mngt 6/2025 Unrepresented Dept. Heads/City Manager NA	General None Scheduled Police None Scheduled UPEC Mid Mngt None Scheduled Unrepresented Dept. Heads/City Manager City Manager- 5/2025-2% Police Chief- Going to Council soon-TBD
Oroville	OCEA 12/2026 Dept. Heads NA POA-Non-Sworn 12/2026 POA-Safety 12/2026 OMA-Management 12/2026	OCEA 1/2026- 3% - 5% Dept. Heads 12/2025- 3% - 5% POA-Non-Sworn 1/2026- 3% - 5% POA-Safety 1/2026- 3% - 5% OMA-Management 1/2026- 3% - 5%
Plumas Sierra Rural Electric Cooperative	IBEW 6/2025	IBEW None Scheduled
Redding	IBEW -Electric 11/2026 Unrepresented NA IBEW-Maintenance	IBEW-Electric 11/2025-5% Unrepresented None Scheduled IBEW-Maintenance

**Appendix B - Table 1
MOU Expiration Date and Last/Future COLA/Salary Range Increase Information**

Agency	MOU Expiration Date	Date of Next COLA/Salary Increase(s)-Amount(s)
	12/2025	None Scheduled
Roseville	IBEW 4/2026 Management 12/2027 Local 39 12/2027	IBEW 5/2025- TBD by study Management 1/2026-TBD by study Local 39 1/2026- TBD by study
Shasta Lake	IBEW 6/2028 Management NA Teamsters 6/2028	IBEW 7/2025- TBD by study Management 7/2025-3% Teamsters 7/2025-3%
Truckee Donner PUD	Represented 12/2027 Unrepresented NA	Represented 1/2026-4% Unrepresented None Scheduled
Ukiah	IBEW 9/2025 Executive 9/2025 Admin/Maintenance 9/2025	IBEW None Scheduled Executive None Scheduled Admin/Maintenance None Scheduled
Williams	POA 6/2026	POA 7/2025-3%

**Appendix B - Table 1
MOU Expiration Date and Last/Future COLA/Salary Range Increase Information**

Agency	MOU Expiration Date	Date of Next COLA/Salary Increase(s)-Amount(s)
	MEA 6/2026 Unrepresented NA	MEA 7/2025-3% Unrepresented 7/2025-3% (Police Chief gets same as POA, others get same as MEA)
Yuba City	Local 1 6/2026 First Level Managers 6/2027 Dept. Heads NA Police-Misc/Safety 6/2026 Police Mid Mngt 6/2026 Police First Level Mngt 6/2026	Local 1 None Scheduled First Level Managers None Scheduled Dept. Heads None Scheduled Police-Misc/Safety 7/2025-wage reopener Police Mid Mngt 7/2025-wage reopener Police First Level Mngt 7/2025-wage reopener

**Appendix B - Table 2
Retirement Practices
PEPRA Tier**

Survey Agency	Retirement Plan	Retirement Benefit (Misc.)	Retirement Formula (Misc.)	Member Rate (24/25) (Misc.)	Retirement Benefit (Safety)	Retirement Formula (Safety)	Member Rate (24/25) (Safety)
Gridley	CalPERS	2% @ 62	Highest 3 Years	7.75%	2.7% @ 57	Highest 3 Years	13.76%
Chico	CalPERS	2% @ 62	Highest 3 Years	8.5%	2.7% @ 57	Highest 3 Years	15%
Colusa	CalPERS	2% @ 62	Highest 3 Years	7.75%	2.7% @ 57	Highest 3 Years	13.75%
Grass Valley	CalPERS	2% @ 62	Highest 3 Years	7.75%	2.7% @ 57	Highest 3 Years	13.75%
Healdsburg	CalPERS	2% @ 62	Highest 3 Years	8.25%	Not Applicable- Electric only		
Lassen Municipal Utility District	Not PERS and not a defined benefit plan				Not Applicable- Electric only		
Live Oak	CalPERS	2% @ 62	Highest 3 Years	7.75%	No Police		
Lodi	CalPERS	2% @ 62	Highest 3 Years	8%	Not Applicable- Electric only		
Marysville	CalPERS	2% @ 62	Highest 3 Years	7.75%	2.7% @ 57	Highest 3 Years	13.75%
Nevada City	CalPERS	2% @ 62	Highest 3 Years	7.75%	2% @ 57 ¹	Highest 3 Years	11%
Orland	CalPERS	2% @ 62	Highest 3 Years	7.75%	2.7% @ 57	Highest 3 Years	13.75%
Oroville	CalPERS	2% @ 62	Highest 3 Years	8.25%	2.7% @ 57	Highest 3 Years	14.5%
Plumas Sierra Rural Electric Cooperative	Own Plan	1.6% @ 62 or with 31 years	DNA	Not PERS	Not Applicable- Electric only		
Redding	CalPERS	2% @ 62	Highest 3 Years	8%	Not Applicable- Electric only		
Roseville	CalPERS	2% @ 62	Highest 3 Years	7.75%	Not Applicable- Electric only		

¹ Per Actuarial

**Appendix B - Table 2
Retirement Practices
PEPRA Tier**

Survey Agency	Retirement Plan	Retirement Benefit (Misc.)	Retirement Formula (Misc.)	Member Rate (24/25) (Misc.)	Retirement Benefit (Safety)	Retirement Formula (Safety)	Member Rate (24/25) (Safety)
Shasta Lake	CalPERS	2% @ 62	Highest 3 Years	7.75%	Not Applicable- Electric only		
Truckee Donner PUD	CalPERS	2% @ 62	Highest 3 Years	7.75%	Not Applicable- Electric only		
Ukiah	CalPERS	2% @ 62	Highest 3 Years	8%	Not Applicable- Electric only		
Williams	CalPERS	2% @ 62	Highest 3 Years	7.75%	2.7% @ 57	Highest 3 Years	13.75%
Yuba City	CalPERS	2% @ 62	Highest 3 Years	8.25%	2.7% @ 57	Highest 3 Years	15%

Appendix B - Table 3
Employer Amortization of Unfunded Accrued Liability²
PEPRA Tier
(24/25)

Agency	Misc.	Safety
Gridley	\$2,902	\$1,106
Chico	No separate Actuarial for PEPRA Tier only	No separate Actuarial for PEPRA Tier only
Colusa	\$2,505	\$2,307
Grass Valley	\$5,181	\$6,625
Healdsburg	\$20,073	Not Applicable- Electric only
Lassen Municipal Utility District	Not PERS and not a defined benefit plan	Not Applicable- Electric only
Live Oak	\$2,528	No Police
Lodi	No separate Actuarial for PEPRA Tier only	Not Applicable- Electric only
Marysville	\$3,617	\$7,364
Nevada City	\$3,370	\$3,317
Orland	\$2,738	\$2,800
Oroville	\$5,959	\$3,947
Plumas Sierra Rural Electric Cooperative	Not PERS	Not Applicable- Electric only
Redding	No separate Actuarial for PEPRA Tier only	Not Applicable- Electric only
Roseville	No separate Actuarial for PEPRA Tier only	Not Applicable- Electric only

² Data gathered from PERS Actuarial-PEPRA tier (24/25)

Appendix B - Table 3
Employer Amortization of Unfunded Accrued Liability²
PEPRA Tier
(24/25)

Agency	Misc.	Safety
Shasta Lake	\$6,775	Not Applicable- Electric only
Truckee Donner PUD	\$14,863	Not Applicable- Electric only
Ukiah	No separate Actuarial for PEPRA Tier only	Not Applicable- Electric only
Williams	\$3,375	\$3,789
Yuba City	No separate Actuarial for PEPRA Tier only	\$15,556

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
<p>Gridley</p>	<p align="center"> IBEW-Public Works 5% + \$50- Class B Flat Rated for D2 with \$50- amounts vary Flat Rated for Level II Water Treatment with \$100- amounts vary Flat Rated for Level II Wastewater Treatment plus \$100- amounts vary Flat Rated for Water Backflow Prevention plus \$0- amounts vary AA-1% BA-2.5% MA-5% </p> <p align="center"> IBEW- Electric Class B- flat rate for Utility Technician Rubber Glove- amounts vary AA-1% BA-2.5% MA-5% </p> <p align="center"> IBEW-Admin Class B- Amounts vary Notary-amounts vary AA-1% BA-2.5% MA-5% </p> <p align="center"> POA-Misc Intermediate POST- \$191/m step 7 Advanced POST-\$191/m step 7 Supervisor POST-\$191/m-Step 7 AA- \$86/m-step 7 BA- \$141/m-step 7 MA- \$231/m-step 7 </p> <p align="center"> POA-sworn </p>

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center"><i>Intermediate POST- amounts vary</i> <i>Advanced POST- amounts vary</i> <i>Supervisory POST- amounts vary</i> <i>AA-Amounts vary</i> <i>BA-amounts vary</i> <i>MA-amounts vary</i></p> <p align="center">Management, Mid Management, Confidential, Unrepresented None</p>
Chico	<p align="center">UPEC None</p> <p align="center">City Manager None</p> <p align="center">CPSA PS Dispatcher and Communications Supervisor and Records Supervisor 2.5%-Intermediate POST 5%-Advanced or Supervisory POST CSO and ACO 2.5% - 5%- Career Development 5% max</p> <p align="center">Confidential \$25-Notary</p> <p align="center">Dept. Heads None</p> <p align="center">SEIU Certs vary from \$25/month to 5%; max of 4 certs; vary by class and cert</p> <p align="center">Public Safety Management 5% Advanced POST</p>

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">POA 2.5%-Intermediate POST 5%- Advanced POST</p> <p align="center">Management \$25-Notary</p>
Colusa	<p align="center">City Manager None</p> <p align="center">Dept. Heads \$75-Utilities Grade 2 Collection- Intermediate Post \$75-QAQC License \$75-Company Officer/SFT \$75-Fire Inspector I/SFT \$125-Utilities Grade 4 Wastewater \$125-Advance Post \$125-Arborist License \$125-Community Risk Educator/SFT \$100-AA or AS Degree or 60 units \$250-BA or BS Degree 3 mix/match</p> <p align="center">Mid Management \$75-Utilities Grade 2 Collection- Intermediate Post \$75-QAQC License \$75-Company Officer/SFT \$75-Fire Inspector I/SFT \$125-Utilities Grade 4 Wastewater \$125-Advance Post \$125-Arborist License \$125-Community Risk Educator/SFT \$100-AA or AS Degree or 60 units \$250-BA or BS Degree</p>

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">3 mix/match</p> <p align="center">Misc.</p> <p align="center">\$75-Utilities Grade 2 Collection- Intermediate Post</p> <p align="center">\$75-QAQC License</p> <p align="center">\$75-Company Officer/SFT</p> <p align="center">\$75-Fire Inspector I/SFT</p> <p align="center">\$125-Utilities Grade 4 Wastewater \$125-Advance Post</p> <p align="center">\$125-Arborist License</p> <p align="center">\$125-Community Risk Educator/SFT</p> <p align="center">\$100-AA or AS Degree or 60 units</p> <p align="center">\$250-BA or BS Degree</p> <p align="center">3 mix/match</p> <p align="center">POA</p> <p align="center">\$75-Intermediate POST</p> <p align="center">\$125-Advanced POST</p> <p align="center">\$100-AA</p> <p align="center">\$250-BA</p> <p align="center">3 mix/match</p>
Grass Valley	<p align="center">Dept. Heads</p> <p align="center">None</p> <p align="center">MSPC</p> <p align="center">2.5%-Cert</p> <p align="center">2.5%-AA</p> <p align="center">5%-BA</p> <p align="center">2.5%-MA</p> <p align="center">5%-Management POST</p> <p align="center">2.5%- Command College</p> <p align="center">Local 39-Unit 3</p> <p align="center">1.25%- Certificate with a minimum of 30 semester units</p>

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">2.5%- AA 5%- BA 2.5%- MA- certain classes</p> <p align="center">Local 39- Unit 2 1.25%- Certificate with a minimum of 30 semester units 2.5%- AA 5%- BA 2.5%- MA- certain classes Additional cert pay varies by cert/class</p> <p align="center">POA Police Officer 2.5%-AA 5%-BA 2.5%-MA</p> <p align="center">Sergeant 2.5%-BA 2.5%-MA</p> <p align="center">POST pay 2.5%-Intermediate 2.5%-Advanced 2.5%-Supervisory 2.5%-Management</p>
Healdsburg	<p align="center">IBEW None</p> <p align="center">Executive Management None</p>
Lassen Municipal Utility District	<p align="center">None</p>
Live Oak	<p align="center">Local 1 None</p>

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">Unrepresented None</p>
Lodi	<p align="center">IBEW \$600/year- Class A- certain classes</p> <p align="center">Executive None</p> <p align="center">General None for matches</p>
Marysville	<p align="center">Executive None</p> <p align="center">POA-Misc 2.5%-AA 5%-BA \$150-Masters 2.5%-Intermediate POST 5%-Advanced POST 2.5%-Dispatch Supervisor POST 2.5%-Records Supervisor POST</p> <p align="center">POA- Safety 2.5%- Intermediate POST-Officer 5%-Advanced POST-Officer 2.5%-Supervisory POST- Sergeant 5%-Management POST-Sergeant</p> <p align="center">Teamsters \$250/year- AA (if not required)</p> <p>The City will pay an additional one percent (1 %) for each certificate, up to a maximum of three percent (3%): Residential, Industrial and Institutional; Landscape Maintenance; Right-of-Way; Aquatic; and others as approved by the City Services Director. An additional one percent (1 %) will be paid to one employee for having a current Pest Control Advisor license, with a maximum of four percent (4%) for that employee for all certificates and licenses.</p>

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
Nevada City	<p align="center"> POA 2.5%-AA 5%-BA 7.5%-MA 4%-Basic POST 5%- Intermediate POST 5%- Advanced/Supervisory POST </p> <p align="center"> Misc. 2.5%-AA 5%-BA 7.5%- MA </p> <p align="center"> Employees who possess one or more of the following certifications shall receive an additional 1.25% above their base pay: CPR and First Aid Certification CPR and First Aid Instructor Certification Any certification identified at the 2.5% level that is not receiving certification pay </p> <p align="center"> Employees who possess one or more of the following certifications (by job title grouping) shall receive an additional 2.5% above their base pay: Customer Service Representative & Accounting Technician </p> <p align="center"> 1. Certificate of Achievement in Accounting 2. Certificate of Achievement in Business, Public Administration, or Management 3. Customer Service Certificate Program (A WWA) 4. Customer Service Academy </p> <p align="center"> Community Services Officer / Code Enforcement, Parking Enforcement, & Records Clerk </p> <p align="center"> 1. Certificate of Achievement in Administration of Justice 2. Any level POST Professional Peace Officer Certificate 3. POST Records Management Course 4. Any module level or Certified Code Enforcement Officer from CACEO </p> <p align="center"> Maintenance Worker I & II </p> <p align="center"> 1. Contractor's license, Certified Electrical Worker, Irrigation Worker, Mechanic, HVAC Worker, or Journeyman certificate in any trade 2. Commercial Class B or Class A driver's license 3. Storm Water Certification, Collections, Distribution Grade 3 or higher, or Backflow Prevention I Cross Connection Tester's Certificate </p>

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
	<p>4. Pipeline/Lateral/Manhole inspection certification (PACP/LACP & MACP) or Utility line locator certification.</p> <p>Wastewater/Water Operator-In-Training (OIT), Plant Maintenance Mechanic, & Wastewater/Water Operator II</p> <ol style="list-style-type: none"> 1. Certified Electrical Worker, plumber, or Mechanic, or Journeyman certificate 2. Commercial Class B or Class A driver's license 3. Storm Water Certification, Collections, or Distribution Grade 2 or higher 4. Backflow Prevention I Cross Connection Tester's Certificate, or Laboratory Grade 1 or higher <p>Certifications applicable to the above certification pay must be current. The maximum total pay for the above certifications shall not exceed 3.75%.</p> <p>Employees who possess a distribution, wastewater treatment and/or a water treatment certificate greater than what is required for their current position shall receive an additional 2.5% above their base pay for each certificate. Employees who receive the incentive that are promoted into a position that requires the certificate are no longer eligible to receive the 5%, as they are compensated for the certificate as part of the salary for that position. The maximum total incentive pay for a distribution, wastewater treatment and/or a water treatment certificate shall not exceed 5%.</p> <p align="center">Management Supervisory 2.5%-AA 5%-BA 7.5%- MA</p> <p>Employees who possess one or more of the following certifications shall receive an additional 1.25% above their base pay</p> <p align="center">CPR and First Aid Certification (except Parks and Recreation Manager and Fire Division Chief) CPR and First Aid Instructor Certification</p> <p>Any certification identified at the 2.5% level that is not receiving certification pay</p> <p>Employees who possess one or more of the following certifications (by job title) shall receive an additional 2.5% above their base pay:</p> <p align="center">Public Works Superintendent</p> <ol style="list-style-type: none"> 1. Public Works Management Certificate (any level APWA) 2. Public Works Instructor 3. Any California Contractor's License <p>4. Any level Wastewater Treatment or Water Treatment certification, or Distribution Grade 3 or higher</p>

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">Admin Services Manager/Deputy City Clerk 1. CCAC TTC Certificate or Certified City Clerk 2. Certification in Human Resources Management 3. Certification in Risk Management 4. Certification in Payroll Administration</p> <p align="center">City Planner 1. American Institute of Certified Planners (AICP) 2. Certification in Urban Planning / Professional Certificate in Community and Regional Planning 3. Municipal Planner Certification 4. Project Management Certificate (PMP or CAPM)</p> <p>Certifications applicable to the above certification pay must be current. The maximum total pay for the above certifications shall not exceed 3.75%.</p> <p>Employees who possess a distribution, wastewater treatment and/or a water treatment certificate greater than what is required for their current position shall receive an additional 2.5% above their base pay. The maximum total incentive pay for water or wastewater certifications above the job requirements shall not exceed 5%.</p> <p align="center">Have other cert pay for classes not matched</p> <p>For the duration of the current Nevada City Management and Supervisory Employees MOU, the City agrees that the Police Lieutenant will receive the longevity pay, educational incentive pay (for master's degree only), and post certificate pay, available to Sergeants within the current Nevada City Police Officers Association MOU.</p> <p align="center">Dept. Heads Police Chief-7.5%-MA; 5% Mngt POST; 5%-Executive POST City Manager-7.5%-MA Public Works Director- 7.5%-MA</p>
Orland	<p align="center">General</p> <p>The City shall recognize employees who possess State required certifications in such classifications as Certified Pool Operator, Water Treatment and Grade 1 Water Distribution, Grade 2 Water Distribution, Waste Water Treatment, and certifications of benefit to the City, with a 2.5% salary increase as to each certification, with a maximum stipend of 10.0%. Requests for stipends are to be presented to the City Manager for evaluation prior to commencing coursework/training.</p> <p>1x payment- not included in datasheets-One 2.5% stipend will be granted to employees who</p>

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">hold a position-related college degree (i.e., AA/AS; BA/BS; MA/MS) that is above the requirements for the employee's position.</p> <p align="center">Police 1%-AA 2%-BA 2.5%-Intermediate POST 5%- Advanced POST</p> <p align="center">UPEC MM</p> <p>The City shall recognize employees who possess State required certifications in such classifications as Water Treatment and Waste Water Treatment, and certifications of benefit to the City, with a 2.5% salary increase, as to each certification, with a maximum stipend of 10.0%. Requests for stipends are to be presented to the City Manager for evaluation prior to commencing coursework/training.</p> <p>The City shall recognize employees who obtain a college degree, in excess of any such degree required in the employee's job description, with a 2.5% salary increase, as to any two-year degree, independent of any two-year degree, and a 5.0% salary increase, as to any four-year degree, with a maximum stipend of 10%</p> <p align="center">Police Chief None</p> <p align="center">City Manager None</p>
Oroville	<p align="center">OCEA \$1000/year- CDL \$750/year- Notary \$125- 50 units \$125-AA \$250-BA</p> <p align="center">Dept Heads. \$125- AA \$250-BA</p>

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center"> \$75- Intermediate POSE \$150-Advanced POST 3%-MA POA-Non-Sworn \$250-BA \$125-AA POA-Sworn \$75-Intermediate POST \$150- Advanced POST \$250-BA \$125-AA OMA-Management \$125-AA \$250-BA </p>
Plumas Sierra Rural Electric Cooperative	6% Rubber Glove for certain classes
Redding	<p align="center"> IBEW-Electric Have separate salary for Rubber Glove Unrepresented None IBEW-Maintenance None </p>
Roseville	None
Shasta Lake	None
Truckee Donner PUD	None
Ukiah	None

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
Williams	<p align="center"> POA \$75-AA \$125-Intermediate POST \$125- Records Supervisory POST \$150-BA \$175- Advanced POST \$200-MA \$225- BA + Advanced POST MEA \$75-AA \$100-BA \$125-MA Unrepresented None </p>
Yuba City	<p align="center">Local 1</p> <p> Employees in the Parks Division or in the Utilities Treatment Plant Maintenance Worker classifications who possess a Qualified Pesticide Applicator's Certificate receive an Applicator's Differential of one and a half percent (1.5%) of their base rate of pay. Employees in the Parks Division who possess a Pool Operations Certificate receive Education Pay of one and a half percent (1.5%) of their base rate of pay. Employees in the Community Services Department who possess a Certified Playground Safety Inspector (CPSI) Certificate receive Education Pay of one and a half percent (1.5%) of their base rate of pay. Employees in the following divisions: Water Distribution, Wastewater Collections, Utilities, Fleet, Streets, Parks Maintenance, and Recreation who drive the bus and possess a valid California Driver's License with a passenger endorsement receive Special Class Driver's License Pay of one and a half percent (1.5%) of their base rate of pay. </p> <p align="center"> First Level Manager Non-Water (i.e., Maintenance Supervisor-Streets): If multiple certifications, only receive \$50 per month \$50/m-D2, D3, D4 </p>

**Appendix B - Table 4
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center"> Dept. Heads None Police Sworn 2.5%-AA 7.5%-BA 2.5%-Intermediate POST 10%-Advanced POST Non Sworn 2.5%-AA 5%-BA 2.5%- Intermediate Dispatch POST 2.5%- Advanced Dispatch POST Police Mid Management 2.5%- MA or FBI National Academy Police First Level Management Sworn 2.5%-AA 7.5%-BA 2.5%-Intermediate POST 5.2%-Supervisory POST Non Sworn 2.5%-AA 5%-BA 2.5%- Dispatch Advanced POST 5%- Dispatch Supervisory POST </p>

**Appendix B – Table 5
Retiree Health Benefits
(New Hires)**

Agency	Retiree Health Savings Account (Contribution during active employment)	Employer Contribution towards Retiree Only Health Insurance (Post-employment)	Employer Contribution towards Retiree + 1 Health Insurance (Post-employment)	Employer Contribution towards Retiree + 2 Health Insurance (Post-employment)	Vesting
Gridley	\$0	\$0	\$0	\$0	NA
Chico	POA \$100 All others \$0	All \$0	All \$0	All \$0	All NA
Colusa	\$0	PEMHCA Minimum	No additional contribution	No additional contribution	5 years
Grass Valley	\$0	5-10 years- PEMHCA Minimum \$250 with 10+ years	No additional contribution	No additional contribution	5 – 10 years
Healdsburg	\$0	\$0	\$0	\$0	NA
Lassen Municipal Utility District	\$0	100% with 15 years and age 55	100% with 15 years and age 55	No additional contribution	15 years
Live Oak	\$0	PEMHCA Minimum	No additional contribution	No additional contribution	5 years
Lodi	\$0	PEMHCA Minimum	No additional contribution	No additional contribution	5 years
Marysville	\$0	\$0	\$0	\$0	NA
Nevada City	\$0	PEMHCA Minimum	No additional contribution	No additional contribution	5 years
Orland	\$0	\$0	\$0	\$0	NA
Oroville	All \$0	OCEA \$0 Dept. Heads	OCEA \$0 Dept. Heads	OCEA \$0 Dept. Heads	OCEA NA Dept. Heads

**Appendix B – Table 5
Retiree Health Benefits
(New Hires)**

Agency	Retiree Health Savings Account (Contribution during active employment)	Employer Contribution towards Retiree Only Health Insurance (Post-employment)	Employer Contribution towards Retiree + 1 Health Insurance (Post-employment)	Employer Contribution towards Retiree + 2 Health Insurance (Post-employment)	Vesting
		50% with 10 years 75% with 15 years 100% with 25 years (or with 20 years and 5 years over retirement date) POA-Non-sworn, POA-safety, OMA-Management 50% with 10 years 75% with 15 years 100% with 25 years (or with 20 years and 5 years over retirement date)	No additional contribution POA-Non-sworn, POA-safety, OMA-Management No additional contribution	No additional contribution POA-Non-sworn, POA-safety, OMA-Management No additional contribution	10 years POA-Non-sworn, POA-safety, OMA-Management 10 years
Plumas Sierra Rural Electric Cooperative	\$3500/year	\$0	\$0	\$0	NA
Redding	All \$0	IBEW 2% each year of service to max of 50% Unrepresented 5% year of service to max of 50%	IBEW 2% each year of service to max of 50% Unrepresented 5% year of service to max of 50%	IBEW 2% each year of service to max of 50% Unrepresented 5% year of service to max of 50%	IBEW 5 years Unrepresented 5 years
Roseville	\$100	PEMHCA Minimum	No additional contribution	No additional contribution	5 years
Shasta Lake	\$0	PERS vesting 10 years = 50% + 5% to max of 100%	PERS vesting 10 years = 50% + 5% to max of 100%	PERS vesting 10 years = 50% + 5% to max of 100%	10 years

**Appendix B – Table 5
Retiree Health Benefits
(New Hires)**

Agency	Retiree Health Savings Account (Contribution during active employment)	Employer Contribution towards Retiree Only Health Insurance (Post-employment)	Employer Contribution towards Retiree + 1 Health Insurance (Post-employment)	Employer Contribution towards Retiree + 2 Health Insurance (Post-employment)	Vesting
Truckee Donner PUD ³	\$0	PERS vesting 10 years = 50% + 5% to max of 100% of cap	PERS vesting 10 years = 50% + 5% to max of 100% of cap	PERS vesting 10 years = 50% + 5% to max of 100% of cap	10 years
Ukiah	\$0	\$0	\$0	\$0	NA
Williams	\$0	PEMHCA Minimum	No additional contribution	No additional contribution	5 years
Yuba City	Local 1, FLM, Dept Heads, Police MM \$0 POA, Police FLM .34%	Non Safety \$0 Police Safety PEMHCA Minimum Dept Heads/Police Chief 100% of active rate	Non Safety \$0 Police Safety No additional Contribution Dept Heads No Additional Contribution	Non Safety \$0 Police Safety No additional Contribution Dept Heads No Additional Contribution	Non Safety NA Police Safety 5 years Dept Heads 5 years

³ Caps are Individual only-\$600; Spouse only- \$600; Children only-\$600; Spouse and Children- \$1000; Medicare rate- \$500

**Appendix B – Table 6
Paid Leave-Vacation**

Agency	Annual Vacation Leave				Vacation Max Carryover
	Year 1	Year 6	Year 11	Year 21	
Gridley	IBEW 80	IBEW 120	IBEW 160	IBEW 200	IBEW 400
	Others 100	Others 140	Others 180	Others 220	Others 400
Chico	UPEC, CPSA, Conf., SEIU, PS Mngt, Mngt 80	UPEC, CPSA, Conf., SEIU, PS Mngt, Mngt 120	UPEC, CPSA, Conf., SEIU, PS Mngt, Mngt 144	UPEC, CPSA, Conf., SEIU, PS Mngt, Mngt 200	UPEC, CPSA, Conf., SEIU, PS Mngt, Mngt 380
	Directors 120	Directors 120	Directors 144	Directors 200	Directors 500
	POA 80	POA 120	POA 144	POA 192	POA 480
Colusa	80	120	120	160	Dept Heads 2x
					MM/Misc/POA 1.5x
Grass Valley ⁴	Dept. Heads/MSPC 256	Dept. Heads/MSPC 296	Dept. Heads/MSPC 320	Dept. Heads/MSPC 336	Dept. Heads/MSPC 520
	Local 39 88	Local 39 128	Local 39 164	Local 39 176	Local 39 320
	POA 80	POA 120	POA 120	POA 160	POA 380
Healdsburg	80	120	144	184	IBEW 2x
					Exec

⁴ Dept Heads/MSPC- Paid Time Off- includes Vacation, Sick and Admin Leave

**Appendix B – Table 6
Paid Leave-Vacation**

Agency	Annual Vacation Leave				Vacation Max Carryover
	Year 1	Year 6	Year 11	Year 21	
					3x
Lassen Municipal Utility District	80	88	128	208	88 (unless GM approves higher amount)
Live Oak	80	120	136	152	360
Lodi	80	120	120	160	2x
Marysville	Exec 120 POA, Teamsters 80	Exec 144 POA, Teamsters 96	Exec 168 POA, Teamsters 112	Exec 192 POA, Teamsters 128	Exec 312 POA 324 Teamsters 250
Nevada City	POA 84 Misc/Mngt/Supv/DH 80	POA 126 Misc/Mngt/Supv/DH 120	POA 126 Misc/Mngt/Supv/DH 120	POA 210 Misc/Mngt/Supv/DH 200	POA 320 Misc/Mngt/Supv/DH 2x or 320 whichever less
Orland	General 80 Police-Sworn 120 Police-Misc 80 UPEC-MM 80 Unrep	General 120 Police-Sworn 160 Police-Misc 120 UPEC-MM 120 Unrep	General 160 Police-Sworn 160 Police-Misc 160 UPEC-MM 160 Unrep	General 200 Police-Sworn 160 Police-Misc 160 UPEC-MM 200 Unrep	All 240

**Appendix B – Table 6
Paid Leave-Vacation**

Agency	Annual Vacation Leave				Vacation Max Carryover
	Year 1	Year 6	Year 11	Year 21	
	160	160	160	160	
Oroville ⁵	80	120	120	160	OCEA, POA 2x OMA-Mngt 1x Dept. Heads 3x
Plumas Sierra Rural Electric Cooperative	80	88	128	168	Unlimited, but must take 1 week off
Redding	80	120	140	180	IBEW 400 Unrepresented 500
Roseville	96	112	128	160	400
Shasta Lake	160	200	240	240	360
Truckee Donner PUD	Represented 80	Represented 120	Represented 160	Represented 176	Represented 480
	Unrepresented 80	Unrepresented 120	Unrepresented 160	Unrepresented 168	Unrepresented 480
Ukiah	IBEW 104	IBEW 122	IBEW 161	IBEW 208	IBEW 432
	Executive 201	Executive 201	Executive 240	Executive 258	Executive 453

⁵ Directors vacation accruals varies by employee

**Appendix B – Table 6
Paid Leave-Vacation**

Agency	Annual Vacation Leave				Vacation Max Carryover
	Year 1	Year 6	Year 11	Year 21	
Williams	80	120	160	240	POA 320 MEA 240 Unrep 240 – 320- varies
Yuba City	104	143	169	185	425

**Appendix B – Table 7
Paid Leave – Sabbatical, Sick, Holidays, Other**

Agency	Paid Sabbatical Leave	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Personal Leave Hours per year
Gridley	<p align="center">POA 1 week per year</p> <p align="center">Others None</p>	12	Unlimited	<p align="center">POA 104 hours</p> <p align="center">Others 12 + 2 = 14</p>	<p align="center">POA 0</p> <p align="center">IBEW 32 hours</p> <p align="center">Mid-Management 80 hours</p> <p align="center">Management 120 hours</p>
Chico	None	12	Unlimited	<p align="center">UPEC, Directors, Conf., SEIU, POA, Mngt 11 + 2 = 13</p> <p align="center">CPSA, PS Mngt 11 + 0 = 11</p> <p align="center">Directors 11 + 1 = 12</p>	<p align="center">UPEC 40 hours if exempt and 80 hours PTO</p> <p align="center">City Manager'96 hours</p> <p align="center">CPSA 80 hours PTO</p> <p align="center">Conf 56 hours if exempt + 80 hours PTO</p> <p align="center">Directors 96 hours</p> <p align="center">SEIU 40 hours PTO</p>

**Appendix B – Table 7
Paid Leave – Sabbatical, Sick, Holidays, Other**

Agency	Paid Sabbatical Leave	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Personal Leave Hours per year
					PS Mngt 96 hours POA 0 Mngt 96 hours
Colusa	None	12	Unlimited	10 + 3 = 13	Management/Mid Management 96 hours Misc/POA 0
Grass Valley	None	Dept. Heads/MSPC Included in vacation Others 12	Dept. Heads/MSPC Included in vacation Others Unlimited	Dept H Eads 11 + 0 = 11 Local 39 11 + 3 = 14 POA 132 hours	Dept. Heads/MSPC Included in vacation Local 39 0 POA 0
Healdsburg	None	12	Unlimited	13 + 0 = 13	IBEW 0 Exec 100 hours
Lassen Municipal Utility	None	12	Unlimited	11 + 5 = 16	0

**Appendix B – Table 7
Paid Leave – Sabbatical, Sick, Holidays, Other**

Agency	Paid Sabbatical Leave	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Personal Leave Hours per year
District					
Live Oak	None	13	Unlimited	Local 1 12 + 3 = 15 Unrepresented 11 + 1 + (Any business day between 12/25 and 1/1)	Local 1 0 Unrepresented 80 hours
Lodi	None	12	Unlimited	IBEW 8 + 5 = 13 Others 105 + 4.5 = 15	IBEW 0 Exec 80 hours General 0
Marysville	None	12	Unlimited	12 + 1 = 13	Executive 0 POA/Teamsters 0
Nevada City	None	12	Unlimited	POA 168 hours Misc/Mngt/Supv/ Dept. Heads 12 + 2 = 14	POA 0 Misc 0 Mngt/Supv. 80 hours Dept. Heads 80 hours

**Appendix B – Table 7
Paid Leave – Sabbatical, Sick, Holidays, Other**

Agency	Paid Sabbatical Leave	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Personal Leave Hours per year
Orland	None	12	General, UPEC, Unrep 1500 hours Police Unlimited	13 + 3 = 16	General 0 Police 0 UPEC-MM 60 hours Unrep 80 hours
Oroville	None	12	Unlimited	OCEA 13 + 3 = 16 POA 13 + 1 = 14 OMA-Mngt 13 + 0 = 13 Dept Heads 13 + 0 = 13	OCEA 0 POA 0 OMA-Mngt 80 hours Dept. Heads 85 hours
Plumas Sierra Rural Electric Cooperative	None	12	520 hours	11 + 4 = 15	0
Redding	None	12	Unlimited	10.5 + 3 = 13.5	IBEW 0 Unrep

**Appendix B – Table 7
Paid Leave – Sabbatical, Sick, Holidays, Other**

Agency	Paid Sabbatical Leave	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Personal Leave Hours per year
					40 with Dept. Head approval; 80 with City Manager approval
Roseville	None	12	Unlimited	10 + 2 = 12	IBEW 45 hours Personal Leave Mngt Up to 100 hours Local 39 45 hours Personal Leave
Shasta Lake	None	10	Unlimited	11 + 0 = 11	IBEW 0 Management 80 hours if exempt Teamsters 0
Truckee Donner PUD	None	12	Unlimited	12 + 1 = 13	Represented 0 Unrepresented 80 hours
Ukiah	None	12	Unlimited	IBEW 13 + 4 = 17 Executive 13 + 1 = 14	IBEW 0 Executive 120 hours

**Appendix B – Table 7
Paid Leave – Sabbatical, Sick, Holidays, Other**

Agency	Paid Sabbatical Leave	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Personal Leave Hours per year
				Admin/Maintenance 13 + 4 = 17	Admin/Maintenance 0
Williams	None	120 hours	1040 hours	POA/Police Chief 10 @ 10 hours + 50 hours = 150 hours MEA/Unrepresented 10 @ 10 hours + 48 = 148 hours	POA 80 hours- Lieutenant MEA 0 Unrepresented 80 – 120 hours- varies by class
Yuba City	None	12	Unlimited	Local 1 14 + 2 = 16 FLM 14 + 2 = 16 Police 88 hours/year- patrol and dispatch 11 + 0 = 11 -others Police MM 11 + 0 = 11 Police FLM 88 hours/year	Local 1, Police, Police FLM 0 FLM/Dept Heads, Police MM 80 hours if exempt (may get 40 more)

**Appendix B - Table 8
Cash in Lieu of Medical Insurance
(New Hires)**

Survey Agency	Maximum Cash in lieu of Medical Insurance
Gridley	\$1,897/month
Chico	UPEC, City Manager, CPSA, Confidential, Directors, SEIU, POA, Management \$200/month Public Safety Management \$100/month
Colusa	None
Grass Valley	Dept. Heads \$250/month Local 39- Unit 2 and 3 \$450/month POA \$305/month MSPC \$250/month
Healdsburg	\$477/month
Lassen Municipal Utility District	Data Not Available-contact unable to find this information
Live Oak	\$275/month
Lodi	\$693/month
Marysville	\$275/month
Nevada City	\$100/ppp
Orland	\$765/month
Oroville	All \$300/month

**Appendix B - Table 8
Cash in Lieu of Medical Insurance
(New Hires)**

Survey Agency	Maximum Cash in lieu of Medical Insurance
Plumas Sierra Rural Electric Cooperative	Equal to 35% of current premium \$991/month
Redding	\$0
Roseville	\$150/month
Shasta Lake	\$0
Truckee Donner PUD	Represented \$800/month Unrepresented \$800/month
Ukiah	\$0
Williams	POA \$1,050 MEA \$950/month
Yuba City	Local 1, FLM, Misc. Dept. Heads \$566/month POA, Police MM, Police FLM, Police Chief \$833/month

**Appendix B - Table 9
Bilingual Pay Policy**

Survey Agency	Bilingual Pay
<p align="center">Gridley</p>	<p align="center"> POA-safety Sergeant-Step 7 - \$383/month Officer-Step 7- \$334/month No limit to number of staff eligible </p> <p align="center"> POA-Non Safety \$331/month Step 7 No limit to number of staff eligible </p> <p align="center"> IBEW Amounts vary per salary schedule No limit to number of staff eligible </p> <p align="center"> Management, Mid-Management and the Confidential Employees \$110-Management, Mid-Management and the Confidential Employees who can demonstrate conversational fluency in Spanish, Punjabi or Hmong languages will be entitled to an additional flat rate incentive of \$110 per month. No limit to number of staff eligible </p> <p align="center"> City Administrator \$110/month No limit to number of staff eligible </p>
<p align="center">Chico</p>	<p align="center">UPEC</p> <p>5%-In situations where a Department Head determines that it is necessary for an Employee to use bilingual skills, those Employees who have been previously determined to possess those skills at a level necessary for the assignment, and who are so assigned by Department Head, shall be eligible to receive additional compensation. Department Heads shall develop a method for rotation of bilingual assignments to allow qualified Employees access to the bilingual pay differential. Such rotation shall be based on the needs of the department, with due regard for the wishes of Employees. Evaluation of Employees' Skills. Employees who wish to be considered for such assignment shall request a determination from Department Head that their verbal and written bilingual skills are at a level necessary for the assignment. Such eligibility shall be documented through a transaction and established prior to assignment. Designation of Position and Compensation. The City Manager may designate positions within various departments as benefitting from bilingual skill usage, and in those cases qualified Employees shall be eligible to receive pay for all hours worked in the amount of five percent (5%) of their hourly regular pay rate.</p> <p align="center">CPSA</p>

**Appendix B - Table 9
Bilingual Pay Policy**

Survey Agency	Bilingual Pay
	<p>5%- Bilingual Differential Pay. In recognition of the additional flexibility and effectiveness that bilingual ability may have in certain Police Department activities, a Bilingual Differential Pay is authorized in accordance with the following. Qualification. To be qualified for a Bilingual Differential Pay, Employee’s conversational language skills as they relate to typical duties performed by Employee will be evaluated by an individual identified by Chief of Police as having the knowledge and ability to make that assessment. Such individual may be a bilingual community member, teacher, trainer, certified interpreter, or other similarly qualified individual. The evaluator will provide a written determination regarding Employee’s bilingual skills and, if Employee is not qualified, shall also identify problem areas for Employee to work on. If during the initial assessment it is determined that Employee is not qualified, Employee may request a second evaluation by a different evaluator who shall also provide a written determination. Chief of Police shall notify CPSA of the name and qualifications of both the primary and secondary bilingual skills evaluator and allow CPSA to comment on the proposed designation prior to finalizing that designation. Assignment to Bilingual Differential Pay eligibility shall be made by Chief of Police from among those Employees who are qualified for such assignment. Such assignment shall occur only when Chief of Police determines that a need and benefit exist. While only Spanish and Hmong language skills are recognized as having the level of benefit to the Police Department which would result in authorization for a Bilingual Differential Pay, City reserves the right to extend the benefit to other languages as the need and opportunity arise. The City will authorize up to ten (10) bilingual pay assignments at any one time. The City reserves the right to modify the number of assignments based on the needs of the City. Employees assigned to receive a Bilingual Differential Pay shall be compensated with an additional five percent (5%) over and above Employees’ Basic Pay rates during the term of Employees’ assignments.</p> <p align="center">Confidential</p> <p>5%-In situations where a Department Head determines that it is necessary for an Employee to use bilingual skills, those Employees who have been previously determined to possess those skills at a level necessary for the assignment, and who are so assigned by Department Head, shall be eligible to receive additional compensation. Department Heads shall develop a method for rotation of bilingual assignments to allow qualified Employees access to the bilingual pay differential. Such rotation shall be based on the needs of the department, with due regard for the wishes of Employees. 1. Evaluation of Employees' Skills. Employees who wish to be considered for such assignment shall request a determination from Department Head that their verbal and written bilingual skills are at a level necessary for the assignment. Such eligibility shall be documented through a transaction and established prior to assignment. 2. Designation of Position and Compensation. The City Manager may designate positions within various departments as benefitting from bilingual skill usage, and in those cases qualified Employees shall be eligible to receive pay for all hours worked in the amount of five percent (5%) of their hourly regular pay rate.</p> <p align="center">SEIU</p> <p>3%-full time bilingual pay to 10%- part time bilingual pay- In situations where a Department Head determines that it is necessary for an Employee to use bilingual skills, those Employees who have been previously determined to possess those</p>

**Appendix B - Table 9
Bilingual Pay Policy**

Survey Agency	Bilingual Pay
	<p>skills at a level necessary for the assignment, and who are so assigned by Department Head, shall be eligible to receive additional compensation. Department Heads shall develop a method for rotation of bilingual assignments to allow qualified Employees access to the bilingual pay differential. Such rotation shall be based on the needs of the department, with due regard for the wishes of Employees. 1. Evaluation of Employees' Skills. Employees who wish to be considered for such assignment shall request a determination from Department Head that their bilingual skills are at a level necessary for the assignment. Such eligibility shall be documented through a transaction and established prior to assignment. Following establishment of eligibility based on skill level, such Employee may be assigned to use bilingual skills on an as-needed basis as determined by the supervisor, and such hours shall be reported as bilingual pay hours on the time card and paid at the premium rate established in this subsection. The premium rate for intermittent use shall be, ten percent (10%) above their Basic Pay rate for those hours during which they are required to use their bilingual skills. 2. Designation of Position and Compensation. City Manager may designate additional positions within various departments as benefitting from full-time bilingual skill usage, and in those cases qualified Employees shall be eligible to receive additional pay for all hours worked in the amount of an additional three percent (3%) of their hourly Basic Pay rate. Such Employees eligible for full-time bilingual pay shall not also be eligible to receive the part-time bilingual pay differential identified in the preceding subsection.</p> <p align="center">Police Management</p> <p>5%-Bilingual Pay A. Bilingual Differential Pay. In recognition of the additional flexibility and effectiveness that bilingual ability may have in certain Police Department activities, a Bilingual Differential Pay is authorized in accordance with the following. Qualification. To be qualified for Bilingual Differential Pay, Employee's conversational language skills as they relate to typical duties performed by Employee will be evaluated by an individual identified by the Director of Human Resources as having the knowledge and ability to make that assessment. Such individuals may be a bilingual community member, teacher, trainer, certified interpreter, or other similarly qualified individual. The evaluator will provide a written determination regarding Employee's bilingual skills and, if Employee is not qualified, shall also identify problem areas for Employee to work on. If during the initial assessment it is determined that Employee is not qualified, Employee may request second evaluation by a different evaluator who shall also provide a written determination. Assignment. Assignment to Bilingual Differential Pay eligibility shall be made by the Chief of Police from among those Employees who are qualified for such assignment. Such assignment shall occur only when the Chief of Police determines that a need and benefit exist and is limited to a maximum of two (2) Employees at any time. While only Spanish and Hmong language skills are recognized as having the level of benefit to the Police Department which would result in authorization for a Bilingual Differential Pay, City reserves the right to extend the benefit to other languages as the need and opportunity arise. Compensation. Employees assigned to receive a Bilingual Differential Pay shall be compensated with an additional five percent (5%) over and above Employees' Basic Pay rate during the term of Employees' assignment.</p>

**Appendix B - Table 9
Bilingual Pay Policy**

Survey Agency	Bilingual Pay
	<p align="center">POA</p> <p>5%-Bilingual Differential Pay. In recognition of the additional flexibility and effectiveness that bilingual ability may have in certain Police Department activities, a Bilingual Differential Pay is authorized in accordance with the following. 1. Qualification. To be qualified for Bilingual Differential Pay, Employee's conversational language skills as they relate to typical duties performed by Employee will be evaluated by an individual identified by Director of Human Resources as having the knowledge and ability to make that assessment. Such individual may be a bilingual community member, teacher, trainer, certified interpreter, or other similarly qualified individual. The evaluator will provide a written determination regarding Employee's bilingual skills and, if Employee is not qualified, shall also identify problem areas for Employee to work on. If during the initial assessment it is determined that Employee is not qualified, Employee may request second evaluation by a different evaluator who shall also provide a written determination. Assignment to Bilingual Differential Pay eligibility shall be made by Chief of Police from among those Employees who are qualified for such assignment. Such assignment shall occur only when Chief of Police determines that a need and benefit exist and is limited to a maximum of eight (8) Employees at any time. While only Spanish and Hmong language skills are recognized as having the level of benefit to the Police Department which would result in authorization for a Bilingual Differential Pay, City reserves the right to extend the benefit to other languages as the need and opportunity arise. Compensation. Employees assigned to receive a Bilingual Differential Pay shall be compensated with an additional five percent (5%) over and above Employees' Basic Pay rate during the term of Employees' assignment.</p> <p align="center">Management-CME None</p> <p align="center">Directors None</p>
Colusa	<p align="center">City Manager/Dept Heads/Mid Management None</p> <p align="center">Misc.</p> <p>5%- An employee shall receive bilingual pay if: The CITY determines that bilingual skill is a requirement of the employee's position. The employee agrees to utilize his or her bilingual ability on the job. The employee is able to demonstrate bilingual proficiency that is satisfactory to the CITY up to and including language certification; and the assignment is in writing and reviewed on an annual basis. Employees who qualify pursuant to the above shall receive a 5% increase in salary for the duration of the assignment.</p> <p align="center">POA</p>

**Appendix B - Table 9
Bilingual Pay Policy**

Survey Agency	Bilingual Pay
	<p>5%- An employee shall receive bilingual pay if: The CITY determines that bilingual skill is a requirement of the employee's position; The employee agrees to utilize his or her bilingual ability on the job; The employee is able to demonstrate bilingual proficiency that is satisfactory to the CITY up to and including language certification; and the assignment is in writing and reviewed on an annual basis.</p>
Grass Valley	<p align="center">MSPC/Local 39-Unit 2/Dept. Heads/City Manager None</p> <p align="center">Local 39 Unit 3</p> <p>5%-Employees designated by the City to provide bilingual services shall receive an increase of five percent (5%) of base salary. Bilingual pay will be for languages designated by the City and demonstrated proficiency. Number of personnel approved for bilingual pay will be limited to meet the needs of the City.</p> <p align="center">POA</p> <p>5%- Bilingual pay will be for languages designated by the Chief of Police and demonstrated proficiency. Number of personnel approved for bilingual pay will be limited to meet needs of the City.</p>
Healdsburg	<p align="center">IBEW</p> <p>\$200 max-Any Employee who is certified bilingual in Spanish shall receive additional compensation at the rate of \$150.00 per calendar month. Any employee who is certified fluent in Spanish shall receive additional compensation at the rate of \$200.00 per calendar month. For purposes of payroll, bilingual incentive will be paid at an hourly rate. Bilingual is defined as being able to understand and speak the Spanish language. Fluent is defined as being able to understand, speak, read, and write in the Spanish language. Qualification for this extra compensation must be proved by certification. Such a certification program to determine standards for each of these levels of fluency shall be developed by the City in cooperation with Local 1245, IBEW within six months of ratification but no later than June 1, 2018. Employees receiving the bilingual pay incentive are required to assist the City in translation services as requested. (Amended 2022) Qualifications for this extra compensation may be proven by certification; however, the City may waive this certification requirement if it is otherwise satisfied as to the bilingual qualifications. Employees receiving bilingual incentive may be tested for recertification on an annual basis.</p> <p align="center">No limit to number of staff eligible</p> <p align="center">Executive Management None</p>
Lassen Municipal Utility District	<p align="center">Union/Non-Union None</p>

**Appendix B - Table 9
Bilingual Pay Policy**

Survey Agency	Bilingual Pay
Live Oak	<p align="center">Local 1</p> <p>\$125/month- The City has identified certain positions which require bilingual language skills. Positions approved for bilingual pay will generally be those rendering services linking the City with clients who are largely monolingual in a language other than English. Designated bilingual employees will be expected to continue to perform all other job duties required of them by their classification. To qualify for a bilingual position, employees must be State certified or pass a City qualifying language test in the relevant language at the option of the City. Premium Compensation -Designated bilingual employees shall be paid a premium compensation in the amount of \$125 per month for bilingual pay.</p> <p>Bilingual pay will be payable at the full monthly rate in any month a designated bilingual employee is on paid status at least half of the month. If a designated bilingual employee is on unpaid status or has been placed on paid administrative leave for more than half of the month, the bilingual pay will be reduced by half. No bilingual pay will be paid in a month if an employee is on LWOP or paid administrative leave for the entire month.</p> <p>Designated bilingual employees hired or assigned bilingual pay within the first 15 days of the month shall receive the full monthly rate for their first month of employment; those hired or assigned bilingual pay after the 15th of the month will receive half of the bilingual pay for their first month of employment.</p> <p>Designated bilingual employees leaving City service during the first 15 days of the month will receive half of the bilingual pay for that month; those leaving service any time after the 15th of the month will be paid the full monthly rate.</p> <p align="center">Unrepresented \$125/month- bilingual No limit to number of staff eligible</p>
Lodi	<p align="center">IBEW</p> <p>\$150-Employees designated by the Department Head and approved by the City Manager who have passed a bilingual proficiency examination administered by the City shall receive a monthly bilingual supplement of \$150.00. The City Manager has the discretion in determining the languages that will be recognized.</p> <p align="center">Executive None</p> <p align="center">General</p> <p>\$150-Employees designated by the Department Head and approved by the City Manager who have passed a bilingual proficiency examination administered by the City shall receive a monthly bilingual supplement of \$150, paid bi-weekly. The City Manager has the discretion in determining the languages that will be recognized.</p>

**Appendix B - Table 9
Bilingual Pay Policy**

Survey Agency	Bilingual Pay
Marysville	<p align="center">Teamsters \$100-The City shall compensate employees who are certified as Spanish speaking at the rate of \$100 per month. A maximum of two Teamsters employees may be designated bilingual.</p> <p align="center">POA-safety \$100-The City shall compensate designated employees who are certified by the City as Spanish speaking will be paid \$100.00 per month. Bilingual pay will begin the first full pay period immediately following designation. Compensation for additional languages subject to recommendation of Police Chief and City Manager approval. A maximum of four (4) employee may be designated bilingual.</p> <p align="center">POA-non safety \$100-The City shall compensate employees who are certified by the City as Spanish speaking will be paid \$100.00 per month. A maximum of three (3) employees may be designated bilingual. Compensation for additional languages subject to recommendation of Police Chief and City Manager approval.</p> <p align="center">Executive None</p>
Nevada City	None
Orland	<p align="center">General 2.5%- Employees whom the City recognizes as meeting the qualifications for Bi-Lingual Skills shall receive a 2.5% salary increase.</p> <p align="center">Police None</p> <p align="center">UPEC MM 2.5% - Employees whom the City recognizes as meeting the qualifications for Bi-Lingual Skills shall receive a 2.5% salary increase.</p> <p align="center">Unrepresented None</p>
Oroville	<p align="center">OCEA \$1000/year to FSA or 457 plan for bilingual pay No limit to number eligible.</p>

**Appendix B - Table 9
Bilingual Pay Policy**

Survey Agency	Bilingual Pay
	<p align="center">Dept. Heads None</p> <p align="center">POA-Misc \$200-Employees proficient to a working level in a non-English language that is commonly encountered in the area, shall receive \$200 per month. Languages currently eligible for bi-lingual pay are Spanish, Hmong, Mien and Vietnamese, or any other languages as approved by the City Administrator. No limit to number eligible.</p> <p align="center">\$200- POA-safety \$200-Employees proficient to a working level in a non-English language that is commonly encountered in the area shall receive \$200 per month. Languages currently eligible for bi-lingual pay are Spanish, Hmong, Mien and Vietnamese, or any other languages as approved by the City Administrator. No limit to number eligible.</p> <p align="center">OMA None</p>
Plumas Sierra Rural Electric Cooperative	None
Redding	IBEW Electric, Unrepresented, IBEW Maintenance None
Roseville	<p align="center">IBEW \$100- City shall compensate employees who are certified by the Human Resources Department as Spanish speaking at the rate of \$46.15 bi-weekly (\$100.00 per month). No limit to number eligible.</p> <p align="center">Management \$100- Employees certified by the Human Resources Department as Spanish speaking will be paid \$100.00 per month (\$46.15 bi-weekly). At the discretion of the Department Head and upon certification by the Human Resources Department, employees may be compensated \$100.00 per month for other languages used during the course of employment. However, \$100 per month bilingual pay is the maximum amount an employee may receive no matter how many languages he/she is certified to speak. No limit to number eligible.</p>

**Appendix B - Table 9
Bilingual Pay Policy**

Survey Agency	Bilingual Pay
	<p align="center">Local 39</p> <p>\$100- City shall compensate employees who are certified by the Human Resources Department as Spanish speaking at the rate of \$46.15 bi-weekly (\$100.00 per month). At the discretion of the Department Head and upon certification by the Human Resources Department, employees may be compensated \$100.00 per month for other languages used including sign language during the course of employment. However, \$100 per month bilingual pay is the maximum amount an employee may receive no matter how many languages the employee is certified to speak.</p> <p align="center">No limit to number eligible.</p>
Shasta Lake	<p align="center">IBEW, Management, Teamsters None</p>
Truckee Donner PUD	<p align="center">IBEW</p> <p>None for comparable classes. (Bilingual pay is only for Customer Service Representative and this classification was not matched to the survey classes.)</p> <p align="center">Unrepresented None</p>
Ukiah	<p align="center">IBEW None</p> <p align="center">Executive None</p> <p align="center">Administrative/Maintenance</p> <p>3% - 5%- The City will pay compensation to employees who are routinely and consistently assigned to positions requiring communication skills in Spanish and American Sign Language (ASL) as follows (MOU 2022-25): Employees who are designated by the City as fluent in Spanish (includes ability to read and write) or ASL (includes ability to interpret complex conversations) shall receive an additional 5% of their base monthly salary as compensation for the additional responsibilities. Employees who are not fluent, but have been designated by the City as possessing the skill to converse in Spanish or ASL well enough to communicate during a basic call for service shall receive an additional 3% of base monthly salary as compensation for the additional responsibilities. The 5% pay and 3% pay shall not be combined and 5% is the maximum premium allowed for any combination of the recognized communication skills. The City may use a variety of techniques to test an employee’s proficiency in either language, and may require an employee to re-test on occasion</p>
Williams	<p align="center">POA</p> <p>\$150-The City recognizes the need to comply with the Dymally-Alatorre Bilingual Services Act, enacted in 1973 (Chapter 10 of Division 4 of Title 1 of the California Government Code commencing with section 7200), which seeks to enable all</p>

**Appendix B - Table 9
Bilingual Pay Policy**

Survey Agency	Bilingual Pay
	<p>Californians to effectively communicate with their government by overcoming language barriers. Dymally-Alatorre states: "Every local public agency, as defined in Section 54591, servicing a substantial number of non-English speaking people, shall employ a sufficient amount of qualified bilingual persons in public contact positions or as interpreters to assist those in such positions to ensure provision of information and services in the language of the non-English speaking person."</p> <p>Therefore, employees with the ability to write simple sentences in Spanish and speak Spanish proficiently shall receive additional pay of one hundred fifty dollars (\$150) per month as a supplement o his/her base rate of pay. The method for certifying proficiency shall be determined by the City in consultation with the WPOA.</p> <p>The City may review which additional second languages may be eligible for bilingual pay as quantified by demographic changes.</p> <p align="center">No limit to number eligible.</p> <p align="center">MEA</p> <p>\$150-The City recognizes the need to comply with the Dymally-Alatorre Bilingual Services Act, enacted in 1973 (Chapter 10 of Division 4 of Title 1 of the California Government Code commencing with section 7200), which seeks to enable all Californians to effectively communicate with their government by overcoming language barriers. Dymally-Alatorre states: "Every local public agency, as defined in Section 54591, servicing a substantial number of non-English speaking people, shall employ a sufficient amount of qualified bilingual persons in public contact positions or as interpreters to assist those in such positions to ensure provision of information and services in the language of the non-English speaking person."</p> <p>Therefore, employees with the ability to write simple sentences in Spanish and speak Spanish proficiently shall receive additional pay of one hundred fifty dollars (\$150) per month as a supplement to his/her base rate of pay. The method for certifying proficiency shall be determined by the City in consultation with the Miscellaneous Employee Association. Should the POA bilingual rate increase so shall the Miscellaneous employees Association bilingual rate of equal value and within the same time. The City may review which additional second languages may be eligible for bilingual pay as quantified by demographic changes.</p> <p align="center">No limit to number eligible.</p> <p align="center">Unrepresented</p> <p align="center">Only the Finance Officer-\$150/month</p>
Yuba City	<p align="center">Local 1</p> <p>2.25%- Employees who are proficient in speaking a foreign language will receive Bilingual Pay in the amount of two and a quarter percent (2.25%) of their base rate of pay. The method of certifying proficiency, and the languages compensated is determined by the City.</p> <p align="center">No limit to number of staff eligible</p> <p align="center">FLM</p>

**Appendix B - Table 9
Bilingual Pay Policy**

Survey Agency	Bilingual Pay
	<p>1.4%-Effective November 18, 2023, employees who are proficient in speaking a foreign language as determined by the City receive bilingual pay incentive in the amount of one point four percent (1.4%) of their base rate of pay. No limit to number of staff eligible</p> <p align="center">Dept. Heads</p> <p>\$100- The city will pay \$100 per month bilingual pay incentive for employees who demonstrate proficiency in a foreign language, based on the City's need.</p> <p align="center">POA</p> <p>1.4%-Effective November 18, 2023, sworn employees who are proficient in speaking a foreign language, as determined by the City, receive bilingual pay in the amount of one-point four percent (1.4%) of their base hourly rate of pay. No limit to number of staff eligible</p> <p>2.25%- Effective November 18, 2023, non-sworn employees who are proficient in speaking a foreign, as determined by the City, receive bilingual pay in the amount of two and a quarter percent (2.25%) of their base hourly rate of pay. No limit to number of staff eligible</p> <p align="center">Police MM</p> <p>1.4%- Employees who are proficient in speaking a foreign language as determined by the City receive bilingual pay incentive in the amount of one point four percent (1.4%) of their base rate of pay. No limit to number of staff eligible</p> <p align="center">Police FLM</p> <p>1.4%- Effective November 18, 2023, employees who are proficient in speaking a foreign, as determined by the City, receive bilingual pay in the amount of one point four percent (1.4%) of their base rate of pay. No limit to number of staff eligible</p>

**Appendix B - Table 10
% Split for Family Level Medical Insurance**

Survey Agency	% Split for Family Level Medical Insurance
Gridley	<p align="center">All Not based on a % split Employee pays \$47.55/semi-monthly (\$95.10/month) for EE + family</p>
Chico	<p align="center">Depends upon which plan is selected EPO- ER pays 87.17%; EE pays 12.83% (EE pays \$278/month) PPO 90/10 Plan- ER pays 87.17%; EE pays 12.83% (EE pays \$278/month) PPO 80/20 plan- ER pays 69.79%; EE pays 30.21% (EE pays \$603/month) HDHP plan- ER pays 100% (EE pays \$0)</p>
Colusa	<p align="center">Not based on a % split. The City provides Health insurance through CalPERS. The employee's maximum out of pocket share is \$309 for the dependent coverage with condition of selecting lessor plan than Blue Shield Access. The employee is responsible to pay the difference if he/she chooses the Blue Shelled Access or better.</p>
Grass Valley	<p align="center">MSPC/Local 39, POA Not based on a % split. MOUs provide a specific amount and the EE pays anything beyond that. The City provides Health insurance through CalPERS. Dept. Heads and City Manager ER Pays 100% of family level medical insurance. The City provides Health insurance through CalPERS.</p>
Healdsburg	<p align="center">Executive Management/IBEW The City's contribution toward health insurance shall be a dollar amount up to 100% of the lowest cost medical plan by premium category. For those employees that select a more expensive medical plan, the difference between the City's contribution and the actual premium of the plan selected, shall be paid by the employee on a pre- tax basis.</p>
Lassen Municipal Utility District	<p align="center">Union/Non-Union Not based on a % split. Self Insured; Employee pays \$25/month for dependent coverage (which includes dental and vision insurance).</p>
Live Oak	<p align="center">Local 1 and Unrepresented ER will pay up to 90% of PERS Platinum plan. The City provides Health insurance through CalPERS.</p>
Lodi	<p align="center">IBEW Effective January 1, 2025, the City shall contribute to each employee enrolled in a CalPERS-Medical plan a dollar amount equal to 70% of the premium, by enrollment category, for the lowest cost HMO plan available in the zip code 95240. The employee shall be responsible for the premium difference between the City's contribution and the premium of the plan the employee actually selects. Employee contributions shall be collected via pre-tax payroll deduction. Executive and General</p>

**Appendix B - Table 10
% Split for Family Level Medical Insurance**

Survey Agency	% Split for Family Level Medical Insurance
	Not based on a % split. The City provides Health insurance through CalPERS. ER contributes flat amount and EE pays remainder.
Marysville	<p align="center">Executive and Teamsters ER pays 90%; EE pays 10%; amounts vary by plan</p> <p align="center">POA-Misc/Safety ER Pays 100%</p>
Nevada City	<p align="center">All ER pays 90% and EE pays 10%. Amounts vary depending upon plan selected. The City provides Health insurance through CalPERS.</p>
Orland	<p align="center">General In 2017, the ER paid 100% of the Silver plan. The ER and EE share the cost increases 50/50, provided, however, that increases to employees shall not exceed \$25 per month per employee in any contract year and shall not exceed \$50/month per employee over the MOU term. Currently EE pays \$46.16/ppp.</p> <p align="center">Police In 2017, the ER paid 100% of the Silver plan. In 2020, the ER and EE split the increases-Employees: 25%; City: 75%. In 2021, the ER and EE split the increases- Employees: 35%; City: 65%. In 2022, the ER and EE split the increases- Employees: 50%; City: 50%. OPOA and the City both recognize that the intent of this agreement is to ultimately reach equal cost sharing of the increases in cost to medical insurance for employees and their families provided by the City. Currently the EE pays \$182.08/ppp.</p> <p align="center">UPEC Mid Mngt/Unrepresented In 2017, the ER paid 100% of the Silver plan. The ER and EE split the increases 50/50. Currently the EE pays \$182.08/ppp.</p>
Oroville	<p align="center">OCEA/Dept. Heads/OMA Not based on a % split. EE currently pays \$20.45 for Teamsters - Select Plus Plan. If HDHP plan is selected, EE pays \$0</p> <p align="center">POA-Misc/Safety Not based on a % split. ER pays up to \$1943.52/month. Amount EE pays is age banded and based on how many people they add to their policy.</p>

**Appendix B - Table 10
% Split for Family Level Medical Insurance**

Survey Agency	% Split for Family Level Medical Insurance
Plumas Sierra Rural Electric Cooperative	<p align="center">IBEW ER pays 99%; EE pays 1%</p>
Redding	<p align="center">IBEW-Electric, Unrepresented, IBEW-Maintenance The City pays a max of 80% for base plan; EE pays 20% for base plan.</p>
Roseville	<p align="center">IBEW, Management, Local 39 Not % based; ER contributes \$1347/month towards Cafeteria Plan Allowance and \$1068/month towards flex plan which the EE can use to purchase medical, dental and vision insurance. The City provides Health insurance through CalPERS.</p>
Shasta Lake	<p align="center">IBEW, Management, Teamsters The City will pay up to 100% of the PERS Select (Which is now PERS Gold) health plan. The City provides Health insurance through CalPERS.</p>
Truckee Donner PUD	<p align="center">Represented/Unrepresented Not % based; EE contributes \$50/month. ER contributes the remaining amount.</p>
Ukiah	<p align="center">IBEW, Executive, Admin/Maintenance The City pays 85% of the premium; EE pays 15%; amounts vary based on plan selected.</p>
Williams	<p align="center">POA Not % based; ER contributes flat amount of \$2100 towards medical/dental/vision. The City provides Health insurance through CalPERS.</p> <p align="center">MEA Not % based; ER contributes flat amount of \$1900 towards medical/dental/vision. The City provides Health insurance through CalPERS.</p> <p align="center">Unrepresented Police Chief receives same as POA group; Others receive same as MEA group.</p>
Yuba City	<p align="center">Local 1, FLM, Misc. Dept. Heads ER pays 80% of the lowest cost health plan available to the majority of City employees.</p> <p align="center">POA, Police MM, Police FLM and Police Chief ER pays 80% of the lowest cost PORAC health plan. The City provides Health insurance through CalPERS for safety.</p>

City of Gridley
Salary Recommendations

Classification	% Above or Below		Recommended Step 1	Recommended Step 2	Recommended Step 3	Recommended Step 4	Recommended Step 5	Recommended Step 6	Recommended Step 7	Rational
	Current Maximum Salary	Median (Total Compensation)								
City Administrator	\$12,801	-32.87%	---	---	---	---	---	---	\$12,801	Same as current; salary set by Council
Human Resources Manager	\$6,589	---	\$5,455	\$5,727	\$6,014	\$6,314	\$6,630	\$6,962	\$7,310	10% below Assistant Finance Director
Deputy City Clerk	\$6,417	---	\$4,927	\$5,173	\$5,432	\$5,703	\$5,989	\$6,288	\$6,602	20% above Administrative Secretary
Administrative Secretary	\$5,502	15.64%	\$4,106	\$4,311	\$4,527	\$4,753	\$4,990	\$5,240	\$5,502	No change; over market
Finance Director	\$11,614	-14.48%	\$10,227	\$10,738	\$11,275	\$11,839	\$12,431	\$13,052	\$13,705	Set to market
Assistant Finance Director	\$7,322	---	\$6,000	\$6,300	\$6,615	\$6,946	\$7,293	\$7,658	\$8,041	15% above Accountant I
Accountant I	\$6,992	12.43%	\$5,218	\$5,478	\$5,752	\$6,040	\$6,342	\$6,659	\$6,992	No change; over market
Business Services Supervisor	\$6,853	---	\$5,196	\$5,455	\$5,728	\$6,015	\$6,315	\$6,631	\$6,963	15% above Senior Accounting Technician
Senior Accounting Technician	\$6,054	---	\$4,518	\$4,744	\$4,981	\$5,230	\$5,492	\$5,766	\$6,054	10% above Accounting Technician
Accounting Technician	\$5,504	6.78%	\$4,107	\$4,313	\$4,528	\$4,755	\$4,992	\$5,242	\$5,504	No change; over market
Administrative Service Clerk II	\$5,240	12.62%	\$3,910	\$4,106	\$4,311	\$4,527	\$4,753	\$4,990	\$5,240	No change; over market
Administrative Service Clerk I	\$4,483	---	\$3,555	\$3,732	\$3,919	\$4,115	\$4,321	\$4,537	\$4,764	10% below Administrative Services Clerk II
Electric Utility Director	\$14,168	-66.50%	\$19,006	\$19,956	\$20,954	\$22,002	\$23,102	\$24,257	\$25,470	Set to market
Electric Supervisor	\$12,952	-1.96%	\$9,913	\$10,409	\$10,930	\$11,476	\$12,050	\$12,652	\$13,285	Set to market
Electric Crew Foreperson	\$12,007	---	\$9,385	\$9,855	\$10,347	\$10,865	\$11,408	\$11,978	\$12,577	10% above Electric Line Worker
Electric Line Worker	\$11,434	0.42%	\$8,532	\$8,959	\$9,407	\$9,877	\$10,371	\$10,890	\$11,434	No change; over market
Apprentice Line Worker	\$10,291	---	\$7,757	\$8,144	\$8,552	\$8,979	\$9,428	\$9,900	\$10,395	10% below Electric Line Worker
Electrical Ground Support Worker	\$7,530	---	\$5,715	\$6,001	\$6,301	\$6,616	\$6,947	\$7,294	\$7,659	25% above Utility Technician
Utility Technician	\$6,127	13.69%	\$4,572	\$4,801	\$5,041	\$5,293	\$5,557	\$5,835	\$6,127	No change; over market
Police Chief	\$11,614	-23.52%	\$11,219	\$11,780	\$12,369	\$12,988	\$13,637	\$14,319	\$15,035	Set to market
Police Lieutenant	\$10,099	-12.44%	\$8,746	\$9,183	\$9,642	\$10,124	\$10,630	\$11,162	\$11,720	Set to market
Police Sergeant	\$7,726	-2.53%	\$5,989	\$6,289	\$6,603	\$6,933	\$7,280	\$7,644	\$8,026	Set to market
Police Officer	\$6,408	-1.79%	\$4,921	\$5,167	\$5,425	\$5,696	\$5,981	\$6,280	\$6,594	Set to market
Public Safety Dispatcher and Records Supervisor	\$5,106	-5.25%	\$4,157	\$4,365	\$4,583	\$4,812	\$5,053	\$5,306	\$5,571	Set to market
Public Safety Dispatcher	\$4,864	5.62%	\$3,630	\$3,811	\$4,002	\$4,202	\$4,412	\$4,632	\$4,864	No change; over market
Animal Control Officer	\$4,864	11.78%	\$3,630	\$3,811	\$4,002	\$4,202	\$4,412	\$4,632	\$4,864	No change; over market
Community Services Officer	\$4,376	0.27%	\$3,249	\$3,411	\$3,582	\$3,761	\$3,949	\$4,147	\$4,354	Set to market
Public Works Director	\$11,614	-12.99%	\$10,066	\$10,570	\$11,098	\$11,653	\$12,236	\$12,848	\$13,490	Set to market
Maintenance Supervisor	\$7,245	22.81%	\$5,406	\$5,677	\$5,960	\$6,259	\$6,571	\$6,900	\$7,245	No change; over market
Senior Maintenance Worker	\$5,973	---	\$4,263	\$4,476	\$4,700	\$4,934	\$5,181	\$5,440	\$5,712	10% above Maintenance Worker II
Maintenance Worker II	\$5,193	21.72%	\$3,875	\$4,069	\$4,272	\$4,486	\$4,710	\$4,946	\$5,193	No change; over market
Maintenance Worker I	\$4,676	---	\$3,523	\$3,699	\$3,884	\$4,078	\$4,282	\$4,496	\$4,721	10% below Maintenance Worker II
Recreation Director	Market Check	Market Check	\$8,085	\$8,490	\$8,914	\$9,360	\$9,828	\$10,319	\$10,835	Set to market
Recreation Coordinator	\$3,725	---	\$3,910	\$4,106	\$4,311	\$4,527	\$4,753	\$4,990	\$5,240	Same as Administrative Services Clerk II
Transit Vehicle Operator	\$5,973	---	\$4,263	\$4,476	\$4,700	\$4,934	\$5,181	\$5,440	\$5,712	Same as Senior Maintenance Worker
Principal Planner	\$8,458	-20.94%	\$8,075	\$8,479	\$8,902	\$9,348	\$9,815	\$10,306	\$10,821	Set to market
Planning Technician	Market Check	Market Check	\$3,259	\$3,422	\$3,593	\$3,772	\$3,961	\$4,159	\$4,367	Set to market
Code Enforcement Officer	Market Check	Market Check	\$4,609	\$4,839	\$5,081	\$5,335	\$5,602	\$5,882	\$6,176	Set to market

Classification	Recommended Step 1	Recommended Step 2	Recommended Step 3	Recommended Step 4	Recommended Step 5	Recommended Step 6	Recommended Step 7
Management							
City Administrator	---	---	---	---	---	---	\$12,801
Electric Utility Director	\$19,006	\$19,956	\$20,954	\$22,002	\$23,102	\$24,257	\$25,470
Finance Director	\$10,227	\$10,738	\$11,275	\$11,839	\$12,431	\$13,052	\$13,705
Police Chief	\$11,219	\$11,780	\$12,369	\$12,988	\$13,637	\$14,319	\$15,035
Public Works Director	\$10,066	\$10,570	\$11,098	\$11,653	\$12,236	\$12,848	\$13,490
Recreation Director	\$8,085	\$8,490	\$8,914	\$9,360	\$9,828	\$10,319	\$10,835
Mid-Management							
Assistant Finance Director	\$6,000	\$6,300	\$6,615	\$6,946	\$7,293	\$7,658	\$8,041
Deputy City Clerk	\$4,927	\$5,173	\$5,432	\$5,703	\$5,989	\$6,288	\$6,602
Human Resources Manager	\$5,455	\$5,727	\$6,014	\$6,314	\$6,630	\$6,962	\$7,310
Police Lieutenant	\$8,746	\$9,183	\$9,642	\$10,124	\$10,630	\$11,162	\$11,720
Principal Planner	\$8,075	\$8,479	\$8,902	\$9,348	\$9,815	\$10,306	\$10,821
Unrepresented							
Recreation Coordinator	\$3,910	\$4,106	\$4,311	\$4,527	\$4,753	\$4,990	\$5,240

Classification	Recommended Step 1	Recommended Step 2	Recommended Step 3	Recommended Step 4	Recommended Step 5	Recommended Step 6	Recommended Step 7
Police Officer	\$4,921	\$5,167	\$5,425	\$5,696	\$5,981	\$6,280	\$6,594
Police Sergeant	\$5,989	\$6,289	\$6,603	\$6,933	\$7,280	\$7,644	\$8,026

Classification	Recommended Step 1	Recommended Step 2	Recommended Step 3	Recommended Step 4	Recommended Step 5	Recommended Step 6	Recommended Step 7
Animal Control Officer	\$3,630	\$3,811	\$4,002	\$4,202	\$4,412	\$4,632	\$4,864
Community Services Officer	\$3,249	\$3,411	\$3,582	\$3,761	\$3,949	\$4,147	\$4,354
Public Safety Dispatcher and Records Supervisor	\$4,157	\$4,365	\$4,583	\$4,812	\$5,053	\$5,306	\$5,571
Public Safety Dispatcher	\$3,630	\$3,811	\$4,002	\$4,202	\$4,412	\$4,632	\$4,864

Classification	Recommended Step 1	Recommended Step 2	Recommended Step 3	Recommended Step 4	Recommended Step 5	Recommended Step 6	Recommended Step 7
Administrative Secretary	\$4,106	\$4,311	\$4,527	\$4,753	\$4,990	\$5,240	\$5,502
Accountant I	\$5,218	\$5,478	\$5,752	\$6,040	\$6,342	\$6,659	\$6,992
Business Services Supervisor	\$5,196	\$5,455	\$5,728	\$6,015	\$6,315	\$6,631	\$6,963
Senior Accounting Technician	\$4,518	\$4,744	\$4,981	\$5,230	\$5,492	\$5,766	\$6,054
Accounting Technician	\$4,107	\$4,313	\$4,528	\$4,755	\$4,992	\$5,242	\$5,504
Administrative Service Clerk II	\$3,910	\$4,106	\$4,311	\$4,527	\$4,753	\$4,990	\$5,240
Administrative Service Clerk I	\$3,555	\$3,732	\$3,919	\$4,115	\$4,321	\$4,537	\$4,764
Electric Supervisor	\$9,913	\$10,409	\$10,930	\$11,476	\$12,050	\$12,652	\$13,285
Electric Crew Foreperson	\$9,385	\$9,854	\$10,347	\$10,864	\$11,408	\$11,978	\$12,577
Electric Line Worker	\$8,532	\$8,959	\$9,407	\$9,877	\$10,371	\$10,890	\$11,434
Apprentice Line Worker	\$7,757	\$8,144	\$8,552	\$8,979	\$9,428	\$9,900	\$10,395
Electrical Ground Support Worker	\$5,715	\$6,001	\$6,301	\$6,616	\$6,947	\$7,294	\$7,659
Utility Technician	\$4,572	\$4,801	\$5,041	\$5,293	\$5,557	\$5,835	\$6,127
Maintenance Supervisor	\$5,406	\$5,677	\$5,960	\$6,259	\$6,571	\$6,900	\$7,245
Senior Maintenance Worker	\$4,263	\$4,476	\$4,700	\$4,934	\$5,181	\$5,440	\$5,712
Maintenance Worker II	\$3,875	\$4,069	\$4,272	\$4,486	\$4,710	\$4,946	\$5,193
Maintenance Worker I	\$3,523	\$3,699	\$3,884	\$4,078	\$4,282	\$4,496	\$4,721
Recreation Coordinator	\$3,910	\$4,106	\$4,311	\$4,527	\$4,753	\$4,990	\$5,240
Transit Vehicle Operator	\$4,263	\$4,476	\$4,700	\$4,934	\$5,181	\$5,440	\$5,712
Principal Planner	\$8,075	\$8,479	\$8,902	\$9,348	\$9,815	\$10,306	\$10,821
Planning Technician	\$3,259	\$3,422	\$3,593	\$3,772	\$3,961	\$4,159	\$4,367
Code Enforcement Officer	\$4,609	\$4,839	\$5,081	\$5,335	\$5,602	\$5,882	\$6,176

City Council Agenda Item #3
Staff Report

Date: March 2, 2026
To: Mayor and City Council
From: Martin Pineda, Finance Director
Subject: RSG’s contract renewal for FY 2026-2027

x	Regular
	Special
	Closed
	Emergency

Recommendation

Staff respectfully request that the Mayor and City Council approve the contract renewal for FY 2026-2027 for consulting services with RSG, Inc for the Successor Agency of the Redevelopment Agency of the City of Gridley and authorize the City Administrator to sign the contract.

Background

The Finance Staff is requesting the City Council to approve the renewal of the contract with RSG Inc, for FY 2026-2027 in the amount of \$25,000. RSG began working with the City in August 2023 and has been providing excellent service and assistance in regard to the Successor Agency. RSG will continue to assist the city with all projects relating to the Redevelopment Agency of the City of Gridley.

Fiscal Impact

No impact to the City Budget as the costs are recoverable through the Recognized Obligations Payment Schedule (ROPS) submitted on an annual basis.

Attachments

RSG-Gridley Successor Agency Proposal for 26-27



February 19, 2026

Via Electronic Mail

Martin Pineda, Finance Director
CITY OF GRIDLEY
685 Kentucky Street
Gridley, CA 95948

PROPOSAL FOR SUCCESSOR AGENCY CONSULTING SERVICES 2026-27

Dear Mr. Pineda:

RSG is pleased to present this proposal to the City of Gridley ("City") and Successor Agency to the Gridley Redevelopment Agency ("Successor Agency") to provide Successor Agency consulting services for the 2026-27 fiscal year. RSG began working with the City and Successor Agency in August 2023 to prepare required annual reports and assist with administration of all Successor Agency matters.

SCOPE OF SERVICES

TASK 1: ANNUAL ROPS 27-28 AND ACCOMPANYING ADMINISTRATIVE BUDGET

The Successor Agency must annually submit a Recognized Obligation Payment Schedule ("ROPS") to the Countywide Oversight Board ("Oversight Board") and Department of Finance. RSG will assist the Successor Agency in completing the ROPS 27-28 that will be due February 1, 2027. Should an issue arise during the Department of Finance's review of the ROPS, RSG would assist the Successor Agency in drafting a Meet and Confer request and is available to attend the meeting. The Successor Agency is allowed to amend the ROPS once during the period. RSG can assist the Successor Agency if this need arises.

The Successor Agency must submit an annual administrative budget supporting the use of the annual administrative allowance allowed by law. RSG will assist the Successor Agency in preparing the annual administrative budget for fiscal year 2027-28, which will be submitted along with the ROPS. RSG will attend the Oversight Board meeting for both these items and prepare related staff reports and resolutions.

TASK 2: REVIEW OF CASH BALANCES

RSG will review Successor Agency cash balances in order to prepare an annual Report of Cash Balances as part of the ROPS 27-28. RSG will review also the County Auditor-Controller's January and June Redevelopment Property Tax Trust Fund ("RPTTF") distribution reports to ensure accuracy, including a review of the City shares of pass-through and Residual RPTTF payments that go to the City General Fund.

TASK 3: PRIOR PERIOD ADJUSTMENT 24-25

The differences between actual payments and approved obligations on the ROPS shall be annually submitted by the Successor Agency to the County Auditor-Controller on October 1 each year for review and adjustment to future distributions. RSG will assist the Successor Agency with the Prior Period Adjustment report of fiscal year 2024-25 expenses that is due October 1, 2026. This includes assisting the Successor Agency with providing any information requested by the County. RSG will also review fiscal year 2025-26 expenses to advise on any revisions suggested while the Successor Agency completes its audited financials.

TASK 4: ATTEND MEETINGS AS NECESSARY

RSG will make a staff member available should the Successor Agency need assistance at Successor Agency, Oversight Board, or DOF meetings.

TASK 5: ADDITIONAL ADMINISTRATIVE SERVICES AS NEEDED

RSG will assist the Successor Agency with any additional administrative tasks as they arise and respond to general inquiries from DOF and other interested parties.

CONTRACT TERM

RSG’s contract will begin on July 1, 2026 and end on June 30, 2027. A contract amendment may be executed if needed to amend the contract scope and term through June 30, 2027.

PROJECT TEAM

Jim Simon will be the Principal-in-Charge of this engagement. Suzy Kim, Director, will be the Project Manager, and will be assisted by additional staff as needed.

FEE PROPOSAL

RSG will complete consulting services on a time-and-materials basis for **\$25,000** in accordance with our current fee schedule on the following page. If actual costs exceed \$25,000, work will be conducted with staff’s authorization and may require a contract amendment. Costs may be paid by the Successor Agency from the administrative cost allowance as permitted by DOF.

HOURLY BILLING RATES

Our firms fee schedule can be found on the table below:

Fee Schedule

Principal	\$305
Director	\$295
Senior Associate	\$250
Associate	\$205
Senior Analyst	\$185
Analyst	\$170
Research Assistant	\$145
Technician	\$120
Clerical	\$100
Reimbursable Expenses	Cost plus 10%

RSG does not charge clients for mileage (except direct costs related to field surveys), parking, standard telephone/fax expenses, general postage or incidental copies. However, we do charge for messenger services and overnight shipping/express mail costs. We also charge for copies of reports, documents, notices, and support material in excess of five (5) copies. We bill reimbursable costs at the actual expense plus a 10% surcharge.

RSG issues monthly invoices payable upon receipt, unless otherwise agreed upon in advance. Invoices identify tasks completed to date, hours expended and the hourly rate.

We appreciate the opportunity to submit our proposal to the City and Successor Agency and look forward to working with you again. If you have any questions, please do not hesitate to contact Suzy at (714) 316-2116.

Sincerely,
RSG, Inc.



Jim Simon
Principal



Suzy Kim
Director

APPROVED AND AUTHORIZED TO PROCEED:

Signature: _____

Printed
Name: _____

Title: _____

Date: _____

City Council Agenda Item #4
Staff Report

Date: March 2, 2026

To: Mayor and City Council

From: Elisa Arteaga, City Administrator

Subject: Approval of 2026 Direct Payment Contract with the California Department of Community Services and Development (CSD) for Home Energy Assistance Program (HEAP)

X	Regular
	Special
	Closed
	Emergency

Recommendation

Staff recommends that the City Council:

1. Approve the 2026 Direct Payment Contract with the California Department of Community Services and Development (CSD) for participation in the Home Energy Assistance Program (HEAP); and
2. Authorize the City Administrator to execute the agreement and any related program documents, subject to City Attorney review.

Background

The California Department of Community Services and Development (CSD) administers the federally funded Home Energy Assistance Program (HEAP), also known as the Low Income Home Energy Assistance Program (LIHEAP).

The program provides financial assistance to eligible low-income households to help offset home energy costs.

Through this Direct Payment Contract, CSD will remit HEAP benefit payments directly to the City on behalf of qualifying utility customers. The City then applies those payments as credits to participating customer utility accounts.

The City has historically participated in this program to support income-qualified residents while maintaining utility revenue stability.

Approval of the 2026 Direct Payment Contract allows the City to:

- Continue receiving HEAP payments on behalf of eligible customers;
- Apply assistance directly to customer utility accounts;
- Support vulnerable households in maintaining essential electric service; and
- Reduce delinquency risk within the utility enterprise fund.

The contract does not require the City to provide matching funds. The City's role is administrative in nature and includes:

- Coordinating account verification;
- Applying payments to customer accounts;
- Maintaining required documentation; and
- Complying with reporting requirements.

Participation aligns with the City's commitment to maintaining reliable utility services while supporting community members experiencing financial hardship. The agreement has been reviewed and is consistent with standard CSD program participation requirements. Execution of the contract authorizes the City to receive and apply federal assistance payments in accordance with program guidelines. Participation in the HEAP program supports community well-being, financial stability of essential utility services; and responsible enterprise fund management.

Financial Impact

Approval of contract is administrative and there is budgetary impact associated with approval of contract. HEAP payments are remitted directly to the City for crediting to customer accounts and do not require local matching funds. Participation in the program supports enterprise fund revenue stability by reducing uncollectible utility accounts and mitigating arrearages among qualifying customers. Administrative duties associated with the program are absorbed within existing utility operations.

Attachments

2026 Direct Payment Contract – CSD (HEAP)

STATE OF CALIFORNIA-DEPARTMENT OF GENERAL SERVICE
STANDARD AGREEMENT
 STD 213 (Rev. 04/2020)

AGREEMENT NUMBER 26Y-6012	PURCHASING AUTHORITY NUMBER (If Applicable) DCSD-4700
--	--

1. This Agreement is entered into Contracting Agency and the Contractor Named Below:

CONTRACTING AGENCY NAME

Department of Community Service And Development

CONTRACTOR'S NAME

City of Gridley

2. The term of this Agreement is:

START DATE

04/01/2026

THROUGH END DATE

03/31/2029

3. The maximum amount of this Agreement is: 0.00

4. The parties agree to comply with the terms and conditions of the following exhibits, which are by this reference made a part of the Agreement

- ARTICLE 1 – SCOPE OF WORK
- ARTICLE 2 – REPORTING REQUIREMENTS
- ARTICLE 3 – CONTRACT CONSTRUCTION, ADMINISTRATION, AND PROCEDURE
- ARTICLE 4 – STATE CONTRACTING REQUIREMENTS - GENERAL TERMS AND CONDITIONS GTC 02/2025*
- ARTICLE 5 – ADMINISTRATIVE POLICIES, TERMS AND CONDITIONS

Items shown with an Asterisk (*) are hereby incorporated by reference and made a part of this agreement as if attached hereto.

**Items shown with an asterisk (*) are hereby incorporated by reference and made part of this agreement as if attached hereto.
 These documents can be viewed at <https://www.dgs.ca.gov/OLS/Resources>*

IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.

CONTRACTOR

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.)

City of Gridley

CONTRACTOR BUSINESS ADDRESS 685 Kentucky Street	CITY Gridley	STATE CA	ZIP 95948
PRINTED NAME OF PERSON SIGNING Elisa Arteaga	TITLE City Administrator		
	DATE SIGNED		

STATE OF CALIFORNIA-DEPARTMENT OF GENERAL SERVICE
STANDARD AGREEMENT
 STD 213 (Rev. 04/2020)

AGREEMENT NUMBER 26Y-6012	PURCHASING AUTHORITY NUMBER (If Applicable) DCSD-4700
--	--

STATE OF CALIFORNIA

CONTRACTING AGENCY NAME

Department of Community Service And Development

CONTRACTING AGENCY ADDRESS

2389 Gateway Oaks Drive, Suite 100

CITY

Sacramento

STATE

CA

ZIP

PRINTED NAME OF PERSON SIGNING

TITLE

DATE SIGNED

EXEMPTION (IF Applicable)

I hereby certify that all conditions for exemption have been complied with, and the document is exempt from the Department of General Services approval.

certification by failing to carry out the requirements as noted above. (Gov. Code §8350 et seq.)

3. NATIONAL LABOR RELATIONS BOARD CERTIFICATION: Contractor certifies that no more than one (1) final unappealable finding of contempt of court by a Federal court has been issued against Contractor within the immediately preceding two-year period because of Contractor's failure to comply with an order of a Federal court, which orders Contractor to comply with an order of the National Labor Relations Board. (Pub. Contract Code §10296) (Not applicable to public entities.)

4. CONTRACTS FOR LEGAL SERVICES \$50,000 OR MORE- PRO BONO REQUIREMENT: Contractor hereby certifies that Contractor will comply with the requirements of Section 6072 of the Business and Professions Code, effective January 1, 2003.

Contractor agrees to make a good faith effort to provide a minimum number of hours of pro bono legal services during each year of the contract equal to the lesser of 30 multiplied by the number of full time attorneys in the firm's offices in the State, with the number of hours prorated on an actual day basis for any contract period of less than a full year or 10% of its contract with the State.

Failure to make a good faith effort may be cause for non-renewal of a state contract for legal services, and may be taken into account when determining the award of future contracts with the State for legal services.

5. EXPATRIATE CORPORATIONS: Contractor hereby declares that it is not an expatriate corporation or subsidiary of an expatriate corporation within the meaning of Public Contract Code Section 10286 and 10286.1, and is eligible to contract with the State of California.

6. SWEATFREE CODE OF CONDUCT:

a. All Contractors contracting for the procurement or laundering of apparel, garments or corresponding accessories, or the procurement of equipment, materials, or supplies, other than procurement related to a public works contract, declare under penalty of perjury that no apparel, garments or corresponding accessories, equipment, materials, or supplies furnished to the state pursuant to the contract have been laundered or produced in whole or in part by sweatshop labor, forced labor, convict labor, indentured labor under penal sanction, abusive forms of child labor or exploitation of children in sweatshop labor, or with the benefit of sweatshop labor, forced labor, convict labor, indentured labor under penal sanction, abusive forms of child labor or exploitation of children in sweatshop labor. The contractor further declares under penalty of perjury that they adhere to the Sweatfree Code of Conduct as set forth on the California Department of Industrial Relations website located at www.dir.ca.gov, and Public Contract Code Section 6108.

b. The contractor agrees to cooperate fully in providing reasonable access to the contractor's records, documents, agents or employees, or premises if reasonably required by authorized officials of the contracting agency, the Department of Industrial Relations,

or the Department of Justice to determine the contractor's compliance with the requirements under paragraph (a).

7. DOMESTIC PARTNERS: For contracts of \$100,000 or more, Contractor certifies that Contractor is in compliance with Public Contract Code section 10295.3.

8. GENDER IDENTITY: For contracts of \$100,000 or more, Contractor certifies that Contractor is in compliance with Public Contract Code section 10295.35.

DOING BUSINESS WITH THE STATE OF CALIFORNIA

The following laws apply to persons or entities doing business with the State of California.

1. CONFLICT OF INTEREST: Contractor needs to be aware of the following provisions regarding current or former state employees. If Contractor has any questions on the status of any person rendering services or involved with the Agreement, the awarding agency must be contacted immediately for clarification.

Current State Employees (Pub. Contract Code §10410):

- 1). No officer or employee shall engage in any employment, activity or enterprise from which the officer or employee receives compensation or has a financial interest and which is sponsored or funded by any state agency, unless the employment, activity or enterprise is required as a condition of regular state employment.
- 2). No officer or employee shall contract on his or her own behalf as an independent contractor with any state agency to provide goods or services.

Former State Employees (Pub. Contract Code §10411):

- 1). For the two-year period from the date he or she left state employment, no former state officer or employee may enter into a contract in which he or she engaged in any of the negotiations, transactions, planning, arrangements or any part of the decision-making process relevant to the contract while employed in any capacity by any state agency.
- 2). For the twelve-month period from the date he or she left state employment, no former state officer or employee may enter into a contract with any state agency if he or she was employed by that state agency in a policy-making position in the same general subject area as the proposed contract within the 12-month period prior to his or her leaving state service.

If Contractor violates any provisions of above paragraphs, such action by Contractor shall render this Agreement void. (Pub. Contract Code §10420)

Members of boards and commissions are exempt from this section if they do not receive payment other than payment of each meeting of the board or commission, payment for preparatory time and payment for per diem. (Pub. Contract Code §10430 (e))

2. LABOR CODE/WORKERS' COMPENSATION: Contractor needs to be aware of the provisions which require every employer to be insured against liability for Worker's Compensation or to undertake self-insurance in accordance with the provisions, and Contractor affirms to comply with such provisions before commencing the performance of the work of this Agreement. (Labor Code Section 3700)

3. AMERICANS WITH DISABILITIES ACT: Contractor assures the State that it complies with the Americans with Disabilities Act (ADA) of 1990, which prohibits discrimination on the basis of disability, as well as all applicable regulations and guidelines issued pursuant to the ADA. (42 U.S.C. 12101 et seq.)

4. CONTRACTOR NAME CHANGE: An amendment is required to change the Contractor's name as listed on this Agreement. Upon receipt of legal documentation of the name change the State will process the amendment. Payment of invoices presented with a new name cannot be paid prior to approval of said amendment.

5. CORPORATE QUALIFICATIONS TO DO BUSINESS IN CALIFORNIA:

a. When agreements are to be performed in the state by corporations, the contracting agencies will be verifying that the contractor is currently qualified to do business in California in order to ensure that all obligations due to the state are fulfilled.

b. "Doing business" is defined in R&TC Section 23101 as actively engaging in any transaction for the purpose of financial or pecuniary gain or profit. Although there are some statutory exceptions to taxation, rarely will a corporate contractor performing within the state not be subject to the franchise tax.

c. Both domestic and foreign corporations (those incorporated outside of California) must be in good standing in order to be qualified to do business in California. Agencies will determine whether a corporation is in good standing by calling the Office of the Secretary of State.

6. RESOLUTION: A county, city, district, or other local public body must provide the State with a copy of a resolution, order, motion, or ordinance of the local governing body which by law has authority to enter into an agreement, authorizing execution of the agreement.

7. AIR OR WATER POLLUTION VIOLATION: Under the State laws, the Contractor shall not be: (1) in violation of any order or resolution not subject to review promulgated by the State Air Resources Board or an air pollution control district; (2) subject to cease and desist order not subject to review issued pursuant to Section 13301 of the Water Code for violation of waste discharge requirements or discharge prohibitions; or (3) finally determined to be in violation of provisions of federal law relating to air or water pollution.

8. PAYEE DATA RECORD FORM STD. 204: This form must be completed by all contractors that are not another state agency or other governmental entity.



**CALIFORNIA DEPARTMENT OF
COMMUNITY SERVICES
AND DEVELOPMENT**

JASON WIMBLEY Director
2389 Gateway Oaks Drive, Suite 100
Sacramento, CA 95833
(916) 576-7109
www.csd.ca.gov

ATTACHMENT 1

2026 LIHEAP DIRECT PAYMENT SUMMARY
PLEASE COMPLETE FOR EACH DIRECT PAYMENT BATCH

CSD RUN DATE	(A) Total Number of Accounts on this Pay Run	(B) Total Number of Accounts Receiving FULL LIHEAP PAYMENT	(C) Total Number of Accounts Receiving PARTIAL LIHEAP PAYMENT	(D) Total Number of Accounts UNABLE TO CREDIT	(E) Total Number of Partial and/or Full Credit RETURNS (Column C + D)
	Total Dollar Amount from CSD	Total Dollar Amount of FULL LIHEAP PAYMENTS	Total Dollar Amount of PARTIAL CREDIT RETURNS	Total Dollar Amount of FULL CREDIT RETURNS	Total Dollars RETURNED (Partial plus Full Credit)

COMPLETED BY: _____ PHONE: _____

UTILITY COMPANY: _____

DATE UTILITY ACCOUNTS CREDITED: _____

This summary sheet must be returned within 30 working days of receipt.

Please attach the Account Reconciliation Report and check for the amount of the return payments associated with this pay run to the address below.

RETURN SUMMARY SHEET TO:
Albert Cobian, Energy Services
HOME ENERGY ASSISTANCE PROGRAM
2389 GATEWAY OAKS DRIVE, SUITE 100
SACRAMENTO, CA 95833

Or

Fax: 916-720-0464 or **Email:** Energy.HelpDesk@CSD.CA.GOV

If you have any questions, please contact Albert Cobian (916) 573-4778.

CSD USE ONLY

CHECK RECEIVED	YES	NO	CHECK NUMBER		\$ AMOUNT RETURNED	
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2026 Utility Direct Payment Agreement

TABLE OF CONTENTS

AGREEMENT 1

ARTICLE 1 – SCOPE OF WORK 1

1.1 Purpose.....1

1.2 Term1

1.3 Project Coordinators1

1.4 CSD Requirements..... 3

1.5 Utility Requirements.....3

1.6 Payment Issuance and Processing5

1.7 Direct Payment Summary and Account Reconciliation.....6

1.8 Pledges Under Energy Crisis Intervention Program/Fast Track.....6

ARTICLE 2 – REPORTING REQUIREMENTS 8

2.1 Quarterly Pledge Reports..... 8

**ARTICLE 3 – CONTRACT CONSTRUCTION, ADMINISTRATION, AND
PROCEDURE 10**

**3.1 State Contracting Requirements – “Contractor Certification Clauses, CCC
04/2017” 10**

3.2 Applicable Laws and Requirements 10

3.3 Additional Provisions..... 10

**ARTICLE 4 – STATE CONTRACTING REQUIREMENTS - GENERAL TERMS AND
CONDITIONS GTC 02/2025 13**

ARTICLE 5 – ADMINISTRATIVE POLICIES, TERMS AND CONDITIONS 14

5.1 Confidentiality14

Attachment I – LIHEAP Direct Payment Summary 15

2026 Utility Direct Payment Agreement

STATE OF CALIFORNIA AGREEMENT

This Agreement consists of this Direct Payment Agreement (“Agreement”), and Attachment 1, which is incorporated herein by this reference. This Agreement is entered into between the California Department of Community Services and Development (CSD), and the Utility Company (Utility) named in section 1 of the STD 213 Agreement.

ARTICLE 1 – SCOPE OF WORK

1.1 Purpose

- A. CSD will make payments to Utility for the purpose of crediting the accounts of qualified low-income energy customers of Utility who have been identified as eligible for utility assistance payments under the Low Income Home Energy Assistance Program (LIHEAP) or other utility assistance program being offered by CSD. Categories of payment assistance include the Home Energy Assistance Program (HEAP) and Energy Crisis Intervention Program – Fast Track (ECIP FT). HEAP provides one-time financial assistance to help offset an eligible household’s energy costs (utility bill). ECIP FT provides one-time assistance to low-income households that are in a crisis situation.
- B. In order to carry out the purpose of this Agreement, CSD’s LIHEAP Local Service Providers (LSPs) will submit LIHEAP benefit pledges for low-income utility customers at risk of service disconnection or interruption due to nonpayment, as set forth in section 1.8 of this Agreement. The LIHEAP benefit pledge is intended to immediately notify utility companies of a low-income utility customer’s participation in LIHEAP and the amount of qualifying assistance the customer is to receive.

1.2 Term

The term of this Agreement shall be April 1, 2026, through March 31, 2029.

1.3 Project Coordinators

The Project Coordinator is tasked with managing all CSD inquiries regarding pledge payments or issues with the pledge process, mishandled or incorrect payments, clarification and updates of reports, and fraud and abuse. The Project Coordinators during the term of this Agreement are listed below. Either Party may designate a different Project Coordinator by notifying the other party in writing. Utility may designate contact personnel below for Utility’s Payment Unit and/or Utility’s Information Technology (IT) Unit. The role for the designated contact is to handle, process and communicate any specific payment and/or IT system issues directly with CSD.

2026 Utility Direct Payment Agreement

UTILITY'S PROJECT COORDINATOR

Name and Title: Elisa Arteaga City Administrator

Address: _____

City, State, and ZIP Code: _____

Email: _____

Phone: _____

UTILITY'S PAYMENT UNIT CONTACT

Name and Title: Elisa Arteaga City Administrator

Email: _____

Phone: _____

UTILITY'S INFORMATION TECHNOLOGY (IT) UNIT CONTACT

Name and Title: Elisa Arteaga City Administrator

Email: _____

Phone: _____

CSD'S PROJECT COORDINATOR

Candy Chung, Analyst I
Energy & Environmental Services Division
Department of Community Services and Development
2389 Gateway Oaks Drive, Suite 100, Sacramento, CA 95833
Email: Candy.Chung@csd.ca.gov
Phone: (916) 573-2746

2026 Utility Direct Payment Agreement

1.4 CSD Requirements

- A. CSD's LSPs, and/or CSD personnel, will process LIHEAP applications and make a determination of the applicant's eligibility for utility assistance based upon pre-established criteria in accordance with federal and state LIHEAP requirements.
- B. CSD will make every effort to ensure the timely fulfillment of benefit payments on LIHEAP pledges within 60 days from the date the pledge was made.
- C. CSD will host a File Transfer Protocol (FTP) site and provide Utility with specifications, documentation, and samples of FTP Client configuration screens, as necessary, to enable Utility's use of the FTP site. The Utility must use the FTP site to retrieve all Direct Pay records. Utility will use credentials furnished to them in order to receive Direct Pay data records provided by CSD.
- D. In the course of performing the services under this Agreement, CSD may have access to confidential, commercial, or personal information concerning, but not limited to, technology, rate making, legislative, and personnel matters and practices of the Utility, its subsidiaries, affiliates, or members of the public. CSD shall not disclose any such information obtained as a result of this access without the prior written approval of Utility.
- E. Any representation herein made by CSD relating to confidentiality or the operations, limitations, and requirements for the furnishing of personnel records, as set forth below, shall be subject to the Information Practices Act of 1977, Section 1798 et seq. of the California Civil Code, and the California Public Records Act, Section 7920.000 et seq. of the California Government Code.
- F. The State Controller's Office (SCO) shall issue payments in the form of a State of California warrant, and CSD will provide a Direct Payment Summary (Attachment 1), Pay Run Funding File, and Pay Run Total Sheet. The Pay Run Funding File shall provide Utility with the pay run date, the account holder's name, account number, and LIHEAP benefit amount associated with the warrant. The Pay Run Total Sheet provides the program year, total number of payments, and total amount of all payments associated with the warrant total.

1.5 Utility Requirements

- A. Utility shall review and reconcile the Direct Payment Summaries as necessary to ensure that undelivered LIHEAP benefits have been returned to CSD within 30 calendar days of receipt of warrant.
- B. Utility shall track the liquidation of applied LIHEAP benefit or credit for a period of 12 months or until credit is fully liquidated, whichever occurs first.

2026 Utility Direct Payment Agreement

- C. If a LIHEAP benefit or credit is not fully liquidated and the client's account is closed within 12 months from the date of the LIHEAP benefit or credit, Utility shall treat the credit as an overpayment and shall return the credit to CSD within 30 days of the account closure. Utility shall identify the account holder's name, the account number, account address, amount of credit returned, and date the original credit posted to the account.
- D. If a LIHEAP benefit or credit is not fully liquidated and the client's account is closed after 12 months from the date of the LIHEAP benefit or credit, the Utility shall treat the credit as a customer overpayment and shall return the credit to the account holder(s) within 30 days of the account closure.
- E. To enable CSD to effectively monitor that the pledge process is working as intended and payment on LIHEAP pledges are made timely, CSD requires Utility to report specific information on broken and cancelled LIHEAP benefit pledges. Utility will establish a process to report "broken" or "cancelled" pledges" as defined in Article 2.1.
- F. Utility shall charge the eligible household, in the normal billing process, an amount not to exceed the difference between the actual cost of the home energy usage and the LIHEAP benefit amount. The actual costs of the home energy usage shall be consistent with appropriate utility company tariffs as approved by the California Public Utilities Commission (CPUC), if applicable.
- G. No customer receiving LIHEAP assistance pursuant to this Agreement will be subjected to disparate or adverse treatment by Utility due to receipt of such assistance, in accordance with applicable state laws.
- H. CSD will notify Utility, by phone and follow up with an e-mail, when a submission error occurs resulting in a payment to the wrong account or utility, and will request a refund of the LIHEAP benefit. Utility shall respond within two business days and refund the LIHEAP benefit to CSD within ten business days from the date of CSD's e-mail. Utility shall identify the account holder's name, the account number, and date of the pay run, with the returned payment.
- I. Utility shall notify CSD upon any changes or updates to new customer account numbering format. Utilities must submit a request to change or update account numbering format no later than 60 days in advance of implementing the proposed change. It is imperative to allow CSD IT Support enough time to gather all necessary information to conduct system testing with Utility and to ensure that such changes will not result in the rejection of LIHEAP payments. Utility shall notify CSD's Program Coordinator of such changes so CSD can identify the appropriate CSD IT personnel to conduct system testing and updates.

2026 Utility Direct Payment Agreement

1.6 Payment Issuance and Processing

- A. Payment for applicants' electric and/or gas energy bills shall be made by CSD, via SCO, directly to Utility in the form of a warrant, payable to Utility.
- B. Utility must use the FTP site to retrieve all Direct Pay records. Utility will use credentials furnished to them in order to receive Direct Pay data records provided by CSD.
- C. CSD will post to the FTP site Utility's Direct Pay Summary, Pay Run Funding File, and Pay Run Total Summary of payments for the purpose of reconciling the warrant.
- D. Within 30 calendar days of receipt of the warrant, Utility agrees to process the LIHEAP benefit in accordance with the following:
 1. Credit Accounts. Credit accounts of qualified low-income customers upon receipt of the State of California warrant. The credit should appear on the first billing statement after the credit has been posted. Utility will provide notification of LIHEAP benefit amount to each customer for whom a credit is made. The wording of said notification must contain the words "LIHEAP credit" and the date credit was applied to customer's account.
 2. New Accounts. If the qualified low-income customer's account on the Pay Run Funding File has been closed and a new account has been opened with the same Utility, the LIHEAP benefit shall be credited to the new account.
 3. Closed Accounts. If the qualified low-income customer's account on the Pay Run Funding File has been closed, between the time a pledge has been made by the LSP and the Utility's receipt of the LIHEAP benefit, and the account has an owing balance, Utility shall apply the LIHEAP benefit to the closed account. Any remaining amount of the LIHEAP benefit shall be refunded to CSD.

If the qualified low-income customer's account number is closed with no outstanding balance, the total amount of the LIHEAP benefit shall be returned to CSD. All LIHEAP benefits returned to CSD shall be in accordance with section 1.7 of this Agreement.
 4. Full Payment Return. The Utility shall make all reasonable attempts to identify the account and complete delivery of LIHEAP benefit. In the event the account cannot be identified, and the benefit cannot be posted to a customer's account, Utility shall return the full LIHEAP benefit with the Direct Payment Summary.

2026 Utility Direct Payment Agreement

1.7 Direct Payment Summary and Account Reconciliation

- A. Completion of Direct Payment Summary. Within 30 calendar days of receipt of the warrant, Utility is responsible for completing and returning the Direct Payment Summary to CSD. The Direct Payment Summary shall include the following information:
1. Total number of customer accounts where Utility was successful in crediting full amount of eligible LIHEAP benefit;
 2. Total number of customer accounts where Utility was only able to credit a partial amount of the LIHEAP benefit, also referred to as Partial Payment Return; and
 3. Total number of customer accounts where Utility was unable to credit any of the eligible LIHEAP assistance amount, also referred to as Full Payment Return.
- Failure to return the Direct Payment Summary may result in Utility being removed from the Direct Pay Program.
- B. Account Reconciliation Report. Utility is responsible for completing and returning the Account Reconciliation Report to CSD. Utility shall return an Account Reconciliation Report, as an attachment to the completed Direct Payment Summary. The Reconciliation Report shall include all details provided to Utility on the Pay Run Funding file in addition to the following account information:
1. Identify each customer's account number and the LIHEAP benefit amount applied to the account as a partial or full payment.
 2. Identify the date each LIHEAP benefit was posted to the account.
 3. Identify each customer's account number and the amount of returned LIHEAP benefit resulting from unapplied benefits.
 4. Identify the reason Utility was unable to apply the partial or full LIHEAP benefit.

1.8 Pledges Under Energy Crisis Intervention Program/Fast Track

- A. Utility customers applying for LIHEAP assistance who have received a shutoff or disconnection notice may qualify for the Energy Crisis Intervention Program or Fast Track (ECIP FT) as determined by the LSP or CSD personnel processing the application. In order to render more timely assistance to low-income utility customers at-risk of experiencing service disruption or service termination due to

2026 Utility Direct Payment Agreement

non-payment, CSD has devised a process whereby Utility can receive immediate notification of an at-risk low-income utility customer's participation in LIHEAP and the qualifying amount of LIHEAP assistance the utility customer is to receive. The notification of customer's participation in LIHEAP and the amount of the qualifying LIHEAP benefit will be made by LSPs using Utility's preferred method of notification.

- B. Utility agrees to accept a pledge submission as notification of the utility customer's participation in LIHEAP, from the LSP or CSD personnel and post the LIHEAP pledge amount as a credit pending on the customer's account. Utility agrees to honor the pledge for up to 60 days and take into account the LIHEAP benefit amount when determining any scheduled disconnection or shutoff against the account during the pledge period.
- C. Payment for LIHEAP pledges will be issued by CSD directly to Utility in accordance with payment issuance and processing instructions reflected in Section 1.6.
- D. Fraud Prevention. If Utility's personnel responsible for receiving pledges have any concerns or questions about the legitimacy of a pledge, or the caller's authority to make pledges, Utility should notify the LSP or CSD's Project Coordinator immediately to verify the validity of the pledge.

2026 Utility Direct Payment Agreement

ARTICLE 2 – REPORTING REQUIREMENTS

2.1 Quarterly Pledge Reports

Utility shall provide CSD with a Pledge Report, on a quarterly basis or as requested by CSD, to include:

- A. Number of pledges received during the quarter;
- B. Average value of pledges;
- C. Number of cancelled pledges;
- D. Broken Pledges:
 - 1. Number of pledged accounts that received a benefit, after 60 days from the initial receipt of the pledge.
 - 2. Number of pledged accounts that have not received a benefit after the initial receipt of the pledge and were not cancelled.
 - 3. A detailed report of broken pledges to include the following:
 - a. Program Year;
 - b. Account number;
 - c. Pledge Date;
 - d. Pledge amount;
 - e. CSD's LSP that made the pledge (Provider name or Provider number);
 - f. Name of employee that made the pledge;
 - g. Date credit was applied to the account if account was credited; and
 - h. Number of days between initial receipt of pledge and delivery of benefit to customer's account, if account was credited.
- E. Definitions:
 - 1. LIHEAP Pledge: A guarantee of payment made by the LSP or CSD staff for low-income customers at-risk of experiencing service disruption or service termination due to non-payment, which is made to Utility using the

2026 Utility Direct Payment Agreement

Utility's preferred method of notification.

2. **Broken Pledge:** A pledge is deemed broken if the Utility does not receive a LIHEAP benefit payment for a pledged account from the LSP within 60 days, from the date the pledge was made, or if the benefit is never received by Utility.
3. **Cancelled Pledge:** A pledge that is cancelled by the LSP due to an error with the benefit amount or eligibility determination detected during the final application processing or data entry.

2026 Utility Direct Payment Agreement

ARTICLE 3 – CONTRACT CONSTRUCTION, ADMINISTRATION, AND PROCEDURE

3.1 State Contracting Requirements – “Contractor Certification Clauses, CCC 04/2017”

In accordance with State contracting requirements, specified contracting terms and conditions are made a part of this Agreement and are fully binding on the parties in accordance with State law. The provisions in their entirety are found at the Department of General Services’ website at:

<https://www.dgs.ca.gov/OLS/Resources/Page-Content/Office-of-Legal-Services-Resources-List-Folder/Standard-Contract-Language>

Click the “CCC 04/2017” link to download the current requirements.

3.2 Applicable Laws and Requirements

All services and activities undertaken by the parties in connection with this Agreement shall be performed in accordance with all applicable federal, state, and local laws and regulations, as may be amended from time to time, including any relevant memoranda of understanding and/or other cooperative agreements established between CSD, utility providers, and/or the Public Utilities Commission.

3.3 Additional Provisions

- A. Amendment. Changes to this Agreement shall be made by formal amendment with exceptions specified in Section G, below.
- B. Assignment. Neither this Agreement nor any of the rights, interests, or obligations under this Agreement shall be assigned by any party without the prior written consent of the other parties, except in the case where responsibility for program implementation and oversight may be transferred by the State to another State agency. In the event of such transfer, this Agreement is binding on the agency to which the program is assigned.
- C. Cancellation/Termination. Either party may terminate this Agreement by giving 30 days written notice to the other party.
- D. Dispute Resolution. Unless otherwise mutually agreed to, any disputes between CSD and Utility regarding the construction or application of this Agreement and claims arising out of this Agreement or its breach shall be submitted to mediation within 30 calendar days of the service of a written request by one party onto the other party, in accordance with the following procedures:

The parties shall make best efforts to settle all disputes arising under this Agreement as a matter of normal business and without recourse to either

2026 Utility Direct Payment Agreement

mediation or litigation. If the parties are unable to resolve a dispute with respect to this Agreement, either party may send a notice to the other requesting a meeting at which senior officers or officials of the parties will attempt to resolve the dispute. If the parties are unable to resolve the dispute within ten days after the meeting notice is received by the party to whom it is directed, or such longer period as the parties may agree, then either party may initiate mediation as set forth herein.

- E. Executive Order N-6-22 – Russia Sanction: On March 4, 2022, Governor Newsom issued Executive Order N-6-22 (the EO) regarding Economic Sanctions against Russia and Russian entities and individuals. “Economic Sanctions” refers to sanctions imposed by the U.S. government in response to Russia’s actions in Ukraine, as well as any sanctions imposed under state law. The EO directs state agencies to terminate contracts with, and to refrain from entering into any new contracts with, individuals or entities that are determined to be a target of Economic Sanctions. Accordingly, should the State determine Contractor is a target of Economic Sanctions or is conducting prohibited transactions with sanctioned individuals or entities, that shall be grounds for termination of this agreement. The State shall provide Contractor at least 30 calendar days to provide a written response. Termination shall be at the sole discretion of the State.
- F. Merger/Entire Agreement. This Agreement, including the attachments, documents and instruments referred to in this Agreement, constitutes the entire agreement and understanding of the parties with respect to the subject matter of this Agreement and supersedes all prior understandings and agreements, whether written or oral, among the parties with respect to such subject matter.
- G. Minor Modifications. Utility and/or CSD may request modifications to the Agreement for minor adjustments during the contract term to implement process improvements and program efficiencies as appropriate.
- H. Nonwaiver. The waiver by either party of any breach of any term, covenant, or condition contained in this Agreement, or any default in the performance of any obligations under this Agreement, shall not be deemed to be a waiver of any other breach or default of the same or any other term, covenant, condition, or obligation; nor shall any waiver of any incident of breach or default constitute a continuing waiver of the same. All waivers shall be in writing.
- I. Severability. If any provision of this Agreement is found invalid or unenforceable in any respect for any reason, the validity and enforceability of any such provision in any other respect and of the remaining provisions of this Agreement will not be in any way impaired and shall remain in full force and effect.
- J. Subcontracts. No subcontracts shall be permitted under this Agreement; therefore, references to subcontractor or subcontracts as part of standard provisions that have been included herein shall have no applicability.

2026 Utility Direct Payment Agreement

- K. Venue. In the event that suit shall be brought by either party to this Agreement, the parties agree that venue shall be exclusively vested in the State Courts of the County of Sacramento, or where otherwise appropriate, exclusively in the United States District Court for the Eastern District of California in Sacramento, California.

2026 Utility Direct Payment Agreement

ARTICLE 4 – STATE CONTRACTING REQUIREMENTS - GENERAL TERMS AND CONDITIONS GTC 02/2025

The California General Terms and Conditions (GTC 02/2025), hereby incorporated into this Contract by reference, is available at the following web address:

<https://www.dgs.ca.gov/OLS/Resources/Page-Content/Office-of-Legal-Services-Resources-List-Folder/Standard-Contract-Language>

Click the “GTC 02/2025” link to download the current requirements.

2026 Utility Direct Payment Agreement

ARTICLE 5 – ADMINISTRATIVE POLICIES, TERMS AND CONDITIONS

5.1 Confidentiality

- A. Utility hereby agrees to provide required security to ensure the confidential, physical security and safekeeping of all data, information, files, and documents (“customer information”) pertaining to the recipients of LIHEAP utility assistance payments, while such customer information is in its possession. Utilizing security procedures and measures no less effective than those employed by CSD, Utility will, in accordance with applicable law and the terms of this agreement, protect from unauthorized use and disclosure all sensitive data, documentation, or other customer information provided to Utility by CSD for purposes of this Agreement.

2026 Utility Direct Payment Agreement

Attachment I – LIHEAP Direct Payment Summary

**2026 LIHEAP DIRECT PAYMENT SUMMARY
PLEASE COMPLETE FOR EACH DIRECT PAYMENT BATCH**

CSD RUN DATE	(A) Total Number of Accounts on this Pay Run	(B) Total Number of Accounts Receiving FULL LIHEAP PAYMENT	(C) Total Number of Accounts Receiving PARTIAL LIHEAP PAYMENT	(D) Total Number of Accounts UNABLE TO CREDIT	(E) Total Number of Partial and/or Full Credit RETURNS (Column C + D)
	Total Dollar Amount from CSD	Total Dollar Amount of FULL LIHEAP PAYMENTS	Total Dollar Amount of PARTIAL CREDIT RETURNS	Total Dollar Amount of FULL CREDIT RETURNS	Total Dollars RETURNED (Partial plus Full Credit)

COMPLETED BY: _____ PHONE: _____

UTILITY COMPANY: _____

DATE UTILITY ACCOUNTS CREDITED: _____

This summary sheet must be returned within 30 working days of receipt.

Please attach the Account Reconciliation Report and check for the amount of the return payments associated with this pay run to the address below.

RETURN SUMMARY SHEET TO:
Albert Cobian, Energy Services
HOME ENERGY ASSISTANCE PROGRAM
2389 GATEWAY OAKS DRIVE, SUITE 100
SACRAMENTO, CA 95833

Or
Fax: 916-720-0464 or **Email:** Energy.HelpDesk@CSD.CA.GOV

If you have any questions, please contact Albert Cobian (916) 573-4778.

CSD USE ONLY

CHECK RECEIVED	YES	NO	CHECK NUMBER		\$ AMOUNT RETURNED	

City Council Agenda Item #5
Staff Report

Date: March 2, 2026
To: Mayor and City Council
From: Martin Pineda, Finance Director
Subject: Request for Acceptance and Approval of FY 2024-2025 Audit Report

x	Regular
	Special
	Closed
	Emergency

Recommendation

Staff respectfully request that the Mayor and City Council accept the attached FY 2024-2025 Financial Statements & Independent Auditors Report.

Background

The Annual Financial Report for the fiscal year ended June 30, 2025, has been completed and independently audited by Chavan & Associates, LLP. The audit was conducted in accordance with Generally Accepted Auditing Standards (GAAS) and Government Auditing Standards.

The auditors issued an unmodified (clean) opinion, indicating the financial statements present fairly, in all material respects, the financial position of the City in conformity with Generally Accepted Accounting Principles (GAAP).

The City remains in a stable financial position with a positive overall net position and a clean audit opinion. While the General Fund experienced a decline in fund balance during FY 2024/25, the City maintains healthy reserves and strong enterprise fund performance. However, ongoing monitoring of pension liabilities, personnel costs, and economic conditions will be critical to maintaining long-term fiscal sustainability.

The city’s independent Auditor, Sheldon Chavan from Chavan & Associates LLP will provide a verbal overview of the FY 2024-2025 financial audit report.

Compliance with City Council Strategic Plan or Budget Goals

The City Council and City staff are committed to providing the best possible financial practices and the highest possible transparency regarding all financial transactions.

Attachments:

2024-25 City of Gridley AFR_C&ALLP



CITY OF GRIDLEY

ANNUAL FINANCIAL REPORT

**FOR THE FISCAL YEAR ENDED
JUNE 30, 2025**

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CITY OF GRIDLEY
ANNUAL FINANCIAL REPORT
FOR THE YEAR ENDED JUNE 30, 2025
TABLE OF CONTENTS

FINANCIAL SECTION

Independent Auditor’s Report..... 1
Management’s Discussion and Analysis 7

Basic Financial Statements:

Government-Wide Financial Statements:

Statement of Net Position..... 24
Statement of Activities 26

Fund Financial Statements

Governmental Funds:

Balance Sheet..... 29
Reconciliation of the Government Funds Balance Sheet
to the Government-Wide Financial Statement of Net Position 30
Statement of Revenues, Expenditures and Changes in Fund Balances..... 31
Reconciliation of the Governmental Funds Statement of Revenues,
Expenditures and Changes in Fund Balances to the Government-Wide
Statement of Activities 32

Proprietary Funds:

Statement of Net Position 34
Statement of Revenues, Expenses, and Changes in Fund Net Position 35
Statement of Cash Flows..... 36

Fiduciary Fund Financial Statements:

Statement of Fiduciary Net Position 38
Statement of Changes in Fiduciary Net Position 39

Notes to the Basic Financial Statements 42

REQUIRED SUPPLEMENTARY INFORMATION

Schedule of Revenues, Expenditures and Changes in Fund Balances –
Budget and Actual (GAAP Basis):

General Fund 79
08-HOME-4987 Grant Fund 80
Block Grant Funds 81
Grant-Related Funds 82

Notes to Required Supplementary Information – Budgetary Accounting and Control 83
Schedule of Pension Contributions..... 84
Schedule of Proportionate Share of Net Pension Liability..... 85
Schedule of Changes in Total OPEB Liability 86

CITY OF GRIDLEY
ANNUAL FINANCIAL REPORT
FOR THE YEAR ENDED JUNE 30, 2025
TABLE OF CONTENTS

SUPPLEMENTARY INFORMATION

Nonmajor Governmental Funds:

Combining Balance Sheet	91
Combining Statement of Revenues, Expenditures and Changes in Fund Balances	96

Nonmajor Enterprise Funds:

Combining Statement of Net Position	102
Combining Statement of Revenues, Expenses, and Changes in Net Position	103
Combining Statement of Cash Flows	104

Private Purpose Trust Funds:

Combining Statement of Fiduciary Net Position	106
Combining Statement of Changes in Fiduciary Net Position	107

Custodial Funds:

Combining Statement of Fiduciary Net Position	110
Combining Statement of Changes in Fiduciary Net Position	111

General Fund:

Combining Balance Sheet	114
Combining Statement of Revenues, Expenditures and Changes in Fund Balances	115



FINANCIAL SECTION

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INDEPENDENT AUDITOR'S REPORT

To the Honorable Mayor and Members of the City Council
of the City of Gridley
Gridley, California

Report on the Financial Statements

Opinion

We have audited the accompanying financial statements of the governmental activities, business-type activities, each major fund, and the aggregate remaining fund information of the City of Gridley (the "City"), as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise City's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, business-type activities, each major fund, and the aggregate remaining fund information of the City of Gridley, as of June 30, 2025, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the City and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

City management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.



In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the City's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and GAGAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the City's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the City's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.



Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and other required supplementary information, as listed in the table of contents, be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the City's basic financial statements. The combining and individual fund financial statements, schedules, and other information listed in the supplementary information section of the table of contents are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the combining and individual fund financial statements and schedules are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated February 23, 2026 on our consideration of the City's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with



Chavan and Associates, LLP
Certified Public Accountants

Government Auditing Standards in considering the City's internal control over financial reporting and compliance.

C & A LLP

Chavan & Associates, LLP
Certified Public Accountants
February 23, 2026
Morgan Hill, California

16450 Monterey Road, Ste. #5, Morgan Hill, CA 95037

Tel: 408-217-8749 • E-Fax: 408-872-4159

info@cnallp.com • www.cnallp.com



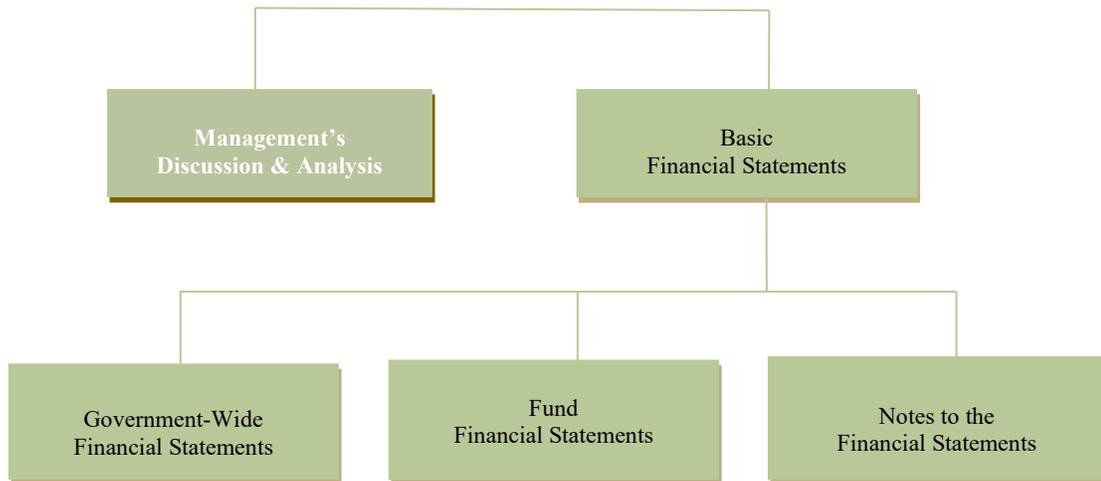
**MANAGEMENT'S DISCUSSION
AND ANALYSIS**

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INTRODUCTION

As management of the City of Gridley, California (city), we offer readers of the City’s financial statements this narrative overview and analysis of financial activities of the City of Gridley, for the fiscal year that ended on June 30, 2025. We encourage readers to consider the information presented here in conjunction with additional information that we have furnished in the other sections of the attached audited financial statements, required supplemental information and other supplemental information. The required components of the report are listed below.

Required Components of the Annual Financial Report



FISCAL YEAR 2024/25 FINANCIAL HIGHLIGHTS

Government-Wide Highlights

- The assets and deferred outflows of resources for the City of Gridley exceeded the liabilities and deferred inflows of resources at the close of the fiscal year by \$40.48 million (net position). Of the net position, \$21.98 million was classified as net investment in capital assets; \$4.96 million recorded as restricted funds; and \$13.54 million categorized as unrestricted net position.
- The City’s net position increased by \$1.19 million. This included a \$785,618 decrease in the net position of Governmental Activities and a \$1.97 million decrease in the net position of Business-Type Activities.
- City revenues increased by \$3.79 million, or 21.5%, when compared to the prior fiscal year. This increase is primarily related to an increase in charges for services of \$2.58 million from business-type activities, an an increase in operating grants and contributions of \$1.55 million. Total expenses increased by \$427,499, or 2.15%, with a \$1.02 million increase in public safety, offset by a \$457,623 decrease in community development, and a \$280,066 decrease in business-type program expenses.

- Deferred outflows of resources decreased by \$761,477, while deferred inflows of resources decreased by \$824,307. This was primarily related to pension liability adjustments estimated in the City's actuarial reports, which include differences between expected and actual earnings; expected and actual experiences; and changes in proportional allocations. The City's net pension liability as of June 30, 2025 was \$14.4 million versus \$14.63 million in the prior fiscal year, while the total OPEB liability for the fiscal year ending June 30, 2025 was \$3.31 million versus \$3.30 million in the prior fiscal year.
- The City's long-term debt decreased by \$97,000, or 3.3%, during the fiscal year primarily from debt service payments made during the year.
- The City's net capital assets increased by \$1.03 million, or 4.33%, primarily as a result of additions in excess of depreciation expense.

Fund Highlights

- At the close of Fiscal Year 2024/25 the City's *Governmental Funds* reported a combined fund balance of \$10.43 million, which is a decrease of \$1.37 million in comparison with the prior year.
- At the end of the current fiscal year, the *General Fund's* unrestricted fund balance (the total of the committed, assigned, and unassigned components of fund balance) was \$6.34 million, or 92.06%, of total general fund expenditures, prior to transfers. The General Fund's unassigned fund balance was \$901,822, or 13.1%, of total general fund expenditures, prior to transfers.
- The *General Fund's* fund balance decreased by \$1.67 million at the close of the fiscal year. This included an excess of operating expenditures over revenues of \$2.76 million, before an additional \$1.67 million in net transfers out.
- *General Fund* revenues decreased from prior year by \$149,649 and expenditures decreased from prior year by \$80,789.

OVERVIEW OF THE FINANCIAL STATEMENTS

The discussion and analysis are intended to serve as an introduction to the City's basic financial statements. The City's basic financial statements are comprised of (1) Government-Wide Financial Statements (2) Fund Financial Statements, and (3) notes to the financial statements. This report also contains other supplementary information intended to furnish additional detail to support the basic financial statements themselves.

Government-Wide Financial Statements

The *Government-Wide Financial Statements* are designed to provide readers with a broad overview of the City's finances, in a manner similar to a private-sector business. Government-Wide financial statements are prepared on the accrual basis, which means they measure the flow of all economic resources of the City as a whole. Government-Wide Financial Statements consist of the *Statement of Net Position* and the *Statement of Activities*.

The *Statement of Net Position* presents financial information on all of the City's assets, liabilities, and deferred inflows/outflows of resources, with the difference reported as net position. Over time, increases or decreases

in net position may serve as a useful indicator of whether the financial position of the City is improving or deteriorating.

The *Statement of Activities* presents information showing how the City's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported for some items that will only result in cash flows in future fiscal periods (e.g., uncollected taxes; and earned but unused vacation leave).

Both of the Government-Wide Financial Statements distinguish functions of the City that are principally supported by taxes and intergovernmental revenues (*governmental activities*) from other functions that are intended to recover all or a significant portion of their costs through user fees and charges (*business-type activities*). An overview of the City's functions associated with each classification is listed below.

Governmental Activities – All of the City's basic services are considered to be governmental activities. This includes general government, public safety, streets and public works, community development, and parks and recreation. These services are supported by general City revenues such as taxes, and by specific program revenues such as development and recreation program fees.

Business-Type Activities – The City's enterprise activities include electric, water, sewer, drainage, solid waste, and senior taxi services. Unlike governmental activities, these services are fully supported by charges paid by users based on the amount of services they use.

The Government-Wide Financial Statements include not only the City itself (known as the primary government), but also a legally separate financing authority which the City is financially accountable. The City of Gridley Public Facilities Financing Authority (Financing Authority) is legally separate from the City but is blended with the primary government because it has the same governing board as the City and because of its financial relationship with the City. Separate financial statements are not issued for the Financing Authority.

Fund Financial Statements

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The City, like other state and local governments, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

Fund financial statements provide detailed information about each of the City's most significant funds, called major funds. Major funds are presented individually, with all non-major funds summarized and presented only in a single column. Other Supplementary information includes subordinate schedules that present the detail of these non-major funds. Major funds present the major activities of the City for the fiscal year and may change from year to year as a result of changes in the pattern of the City's activities. All of the City's funds can be divided into three categories: Governmental Funds, Proprietary Funds, and Fiduciary Funds.

Governmental Funds

Governmental funds are used to account for essentially the same functions reported as *governmental activities* in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund financial statements focus on *near-term inflows and outflows of spendable*

resources, as well as on *balances of spendable resources* available at the end of the fiscal year. This represents a modified accrual basis of accounting, with capital assets, long-lived assets, and long-term liabilities excluded from the financial statements. Such information may be useful in evaluating the City's near-term financing requirements.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental *funds* with similar information presented for *governmental activities* in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government's near-term financing decisions. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures, and changes in fund balances provide a reconciliation to facilitate this comparison between *governmental funds* and *governmental activities*.

Information is presented separately in the governmental fund balance sheet and in the governmental fund statement of revenues, expenditures, and changes in fund balances for the General Fund, 08-Home-4987 Grant Fund, Block Grant Fund, and Grant Related Funds, which are major funds. Data from the other governmental funds are combined into a single aggregated presentation. Individual fund data for each of these non-major governmental funds is provided in the form of combining statements in the Other Supplementary Information section of this report.

The City adopts an annual budget for its General Fund and Special Revenue Funds. A budgetary comparison statement has been provided for the General Fund and Major Special Revenue Funds to demonstrate compliance with this budget.

Proprietary Funds

The City has six *Enterprise Funds* that are a proprietary funds. *Enterprise funds* are used to report the same functions presented as business-type activities in the government-wide statements.

Proprietary funds provide the same type of information as the Government-Wide Financial Statements, only in more detail. The proprietary fund financial statements provide separate information for include electric, water, sewer, drainage, solid waste, and senior taxi services. The electric, water and sewer funds are major enterprise funds for the City.

Fiduciary Funds

Fiduciary funds are used to account for resources held for the benefit of parties outside the City. Fiduciary funds are not reported in the Government-Wide Financial Statements because the resources of these funds are not available to support the City's own programs. The accounting for fiduciary funds is much like that used for business-type activities. The City maintains private purpose trust funds and custodial funds to report activities that are fiduciary in nature.

NOTES TO THE FINANCIAL STATEMENTS

Notes to the Financial Statements provide additional information that is necessary to acquire a full understanding of the data provided in the Government-Wide and Fund Financial Statements.

REQUIRED SUPPLEMENTARY INFORMATION

In addition to the basic financial statements and accompanying notes, this report also presents *required supplementary information* concerning the City’s progress in funding its obligations to provide pension and Other Post Employment Benefit (OPEB) benefits to its employees.

SUPPLEMENTARY INFORMATION

The combining statements referred to earlier in connection with nonmajor governmental funds, are presented in the other supplementary information section, immediately following the required supplementary information.

GOVERNMENT-WIDE FINANCIAL ANALYSIS

Over time, net position may serve as an indicator of a government’s financial position. In the case of the City, assets and deferred outflows of resources exceeded liabilities and deferred inflows of resources by \$40.48 million at the close of Fiscal Year 2024/25. This is an increase of \$1.19 million over the prior fiscal year.

The following table summarizes the City’s ending net position:

	Governmental Activities		Business-Type Activities		Total	
	2025	2024	2025	2024	2025	2024
Assets						
Current and other assets	\$ 23,158,970	\$ 25,325,234	\$ 11,221,217	\$ 10,061,412	\$ 34,380,187	\$ 35,386,646
Capital assets	11,406,353	10,761,126	13,414,765	13,029,009	24,821,118	23,790,135
Total Assets	\$ 34,565,323	\$ 36,086,360	\$ 24,635,982	\$ 23,090,421	\$ 59,201,305	\$ 59,176,781
Deferred Outflows of Resources	\$ 2,880,747	\$ 3,487,408	\$ 2,341,004	\$ 2,495,820	\$ 5,221,751	\$ 5,983,228
Liabilities						
Current and other liabilities	\$ 1,458,354	\$ 2,150,078	\$ 734,759	\$ 681,819	\$ 2,193,113	\$ 2,831,897
Noncurrent liabilities	10,332,115	10,600,997	10,359,384	10,550,485	20,691,499	21,151,482
Total Liabilities	\$ 11,790,469	\$ 12,751,075	\$ 11,094,143	\$ 11,232,304	\$ 22,884,612	\$ 23,983,379
Deferred Inflows of Resources	\$ 627,344	\$ 1,008,818	\$ 430,668	\$ 873,501	\$ 1,058,012	\$ 1,882,319
Net Position						
Net investment in capital assets	\$ 11,406,353	\$ 10,761,126	\$ 10,572,765	\$ 10,090,009	\$ 21,979,118	\$ 20,851,135
Restricted	4,959,118	5,490,730	-	-	4,959,118	5,490,730
Unrestricted	8,662,786	9,562,019	4,879,410	3,390,427	13,542,196	12,952,446
Total Net Position	\$ 25,028,257	\$ 25,813,875	\$ 15,452,175	\$ 13,480,436	\$ 40,480,432	\$ 39,294,311

A significant portion, or \$21.98 million, of the City's net position reflects its investment in capital assets, (e.g., land, buildings, general government infrastructure, equipment, etc.), net of accumulated depreciation and less any outstanding debt that was used to acquire or construct those assets. Capital assets represent infrastructure which provide services to citizens and are not available for future spending. Although the City’s investment in capital assets is reported net of related debt, it should be noted that the resources to repay this debt must be provided from other sources, since the capital assets themselves cannot be used to liquidate

the liabilities.

The \$4.96 million classified as Restricted Net Position, represents resources that are subject to external restrictions, by external creditors, grantors, contributors, or laws or regulations of other governments, on how they may be used. Complete details of each fund can be found in the fund descriptions.

The remaining balance of \$13.54 million is classified as unrestricted.

At the end of Fiscal Year 2024/25, the City reported a positive balance for the government as a whole. The reasons for the overall financial changes are discussed in the following sections for governmental and business-type activities.

Governmental and Business-Type Activities

As shown in the *Statement of Changes in Net Position* schedule, the net position for Governmental Activities decreased by \$785,618 during Fiscal Year 2024/25. This decrease is largely due to an increase in pension expense caused by differences from estimates versus actual results.

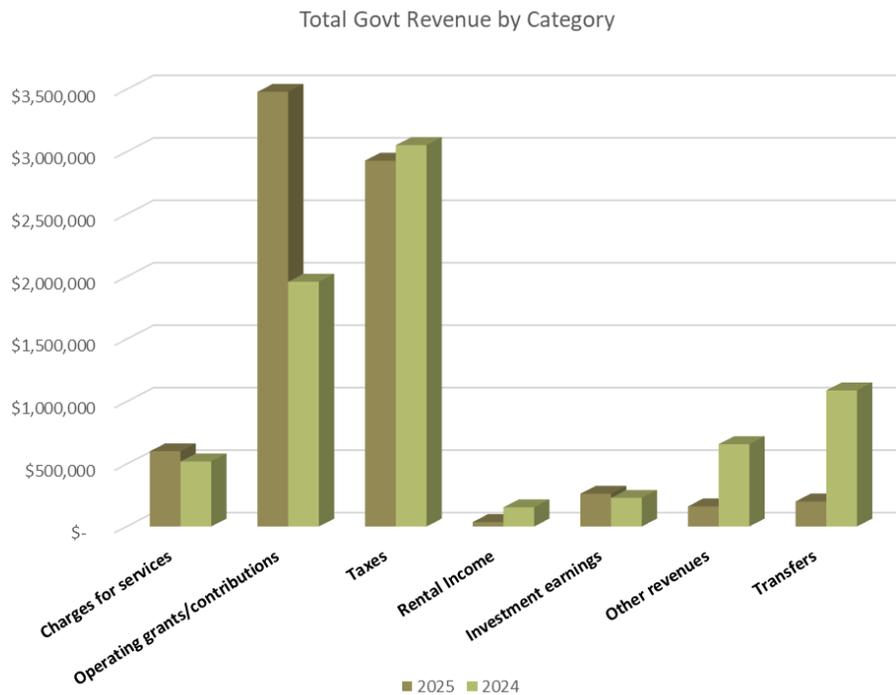
The net position for business-type activities increased by \$1.97 million during Fiscal Year 2024/25. This increase was mostly due an increase in Charges for Services of \$2.58 million. An analysis of the changes in revenues and expenses by type of significant events follows:

Functions/Programs	Governmental Activities		Increase (Decrease)	Business-Type Activities		Increase (Decrease)	Totals		Increase (Decrease)
	2025	2024		2025	2024		2025	2024	
Program Revenues									
Charges for services	\$ 601,536	\$ 520,289	\$ 81,247	\$ 13,214,406	\$ 10,632,804	\$ 2,581,602	\$ 13,815,942	\$ 11,153,093	\$ 2,662,849
Operating grants and contributions	3,479,207	1,959,392	1,519,815	337,035	304,555	32,480	3,816,242	2,263,947	1,552,295
Total Program Revenues	4,080,743	2,479,681	1,601,062	13,551,441	10,937,359	2,614,082	17,632,184	13,417,040	4,215,144
General Revenues									
Taxes	2,928,453	3,052,187	(123,734)	-	-	-	2,928,453	3,052,187	(123,734)
Rental income	35,617	153,357	(117,740)	-	-	-	35,617	153,357	(117,740)
Investment earnings	261,790	229,050	32,740	264,536	143,931	120,605	526,326	372,981	153,345
Other revenues	160,737	659,257	(498,520)	165,578	3,693	161,885	326,315	662,950	(336,635)
Loss on disposal of capital assets	-	-	-	-	-	-	-	-	-
Transfers	200,000	1,089,502	(889,502)	(200,000)	(1,089,502)	889,502	-	-	-
Total General Revenues	3,586,597	5,183,353	(1,596,756)	230,114	(941,878)	1,171,992	3,816,711	4,241,475	(424,764)
Expenses									
General government	222,885	282,187	(59,302)	-	-	-	222,885	282,187	(59,302)
Public safety	5,866,591	4,850,572	1,016,019	-	-	-	5,866,591	4,850,572	1,016,019
Streets and public works	1,341,622	1,272,254	69,368	-	-	-	1,341,622	1,272,254	69,368
Community development	396,175	853,798	(457,623)	-	-	-	396,175	853,798	(457,623)
Parks and recreation	631,370	491,727	139,643	-	-	-	631,370	491,727	139,643
Electric	-	-	-	7,979,924	7,494,671	485,253	7,979,924	7,494,671	485,253
Water	-	-	-	1,306,788	1,454,505	(147,717)	1,306,788	1,454,505	(147,717)
Sewer	-	-	-	2,354,040	2,807,162	(453,122)	2,354,040	2,807,162	(453,122)
Other proprietary	-	-	-	169,064	334,084	(165,020)	169,064	334,084	(165,020)
Total Expenses	8,458,643	7,750,538	708,105	11,809,816	12,090,422	(280,606)	20,268,459	19,840,960	427,499
Increase / (Decrease) in Net Position	(791,303)	(87,504)	(703,799)	1,971,739	(2,094,941)	4,066,680	1,180,436	(2,182,445)	3,362,881
Prior Period Adjustments	5,685	98,552	(92,867)	-	28,383	(28,383)	5,685	126,935	(121,250)
Net Position, Beginning of Year	25,813,875	25,802,827	11,048	13,480,436	15,546,994	(2,066,558)	39,294,311	41,349,821	(2,055,510)
Net Position, End of Year	\$ 25,028,257	\$ 25,813,875	\$ (785,618)	\$ 15,452,175	\$ 13,480,436	\$ 1,971,739	\$ 40,480,432	\$ 39,294,311	\$ 1,186,121

Governmental Activities

Governmental Revenues

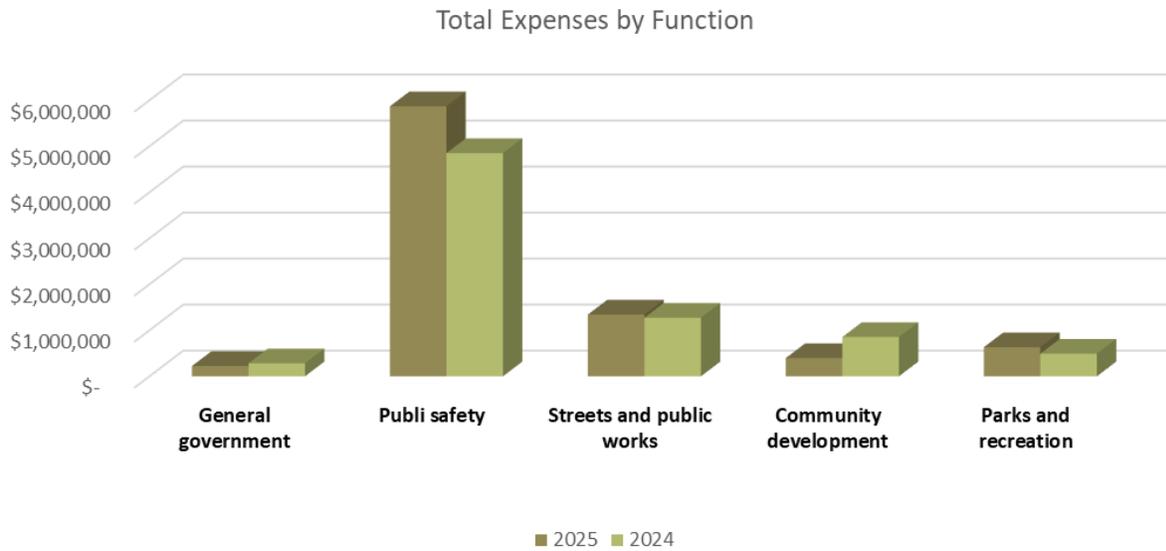
The following chart summarizes the changes in revenues by category during Fiscal Year 2024/25:



Significant changes in governmental revenues consisted of the following:

- Charges for Services in governmental activities increased by \$81,247 mostly from revenue received from Impact Fees and Business License fees. Although Plan Review fees were greater than the previous fiscal year, there was still a increase.
- In Fiscal Year 2024/25, operating grants and contributions increased by \$1.52 million. The increase was mainly due to one-time grants received from federal, state and county agencies when compared to the prior fiscal year.
- Taxes decreased by \$123,734, mostly because the city received less Sales and Use Taxes and Gas Tax Revenue compared to the previous fiscal year.
- Rental Income decreased by \$117,740 mostly due to a one-time correction to rental income for the FEMA payments.
- Investment earnings increased by \$32,740 which reflects the rise in interest rates and changes in fair value.
- Other revenue decreased by \$498,520 due to the recognition of deferred grants.
- Transfers decreased by \$889,502, mostly due to the transfer of GHG carbon credits that were posted to the Electric Fund and now being tracked in its own Fund.

The Fiscal Year 2024/25 expenses for Governmental Activities increased by \$708,105 as illustrated in the chart below:

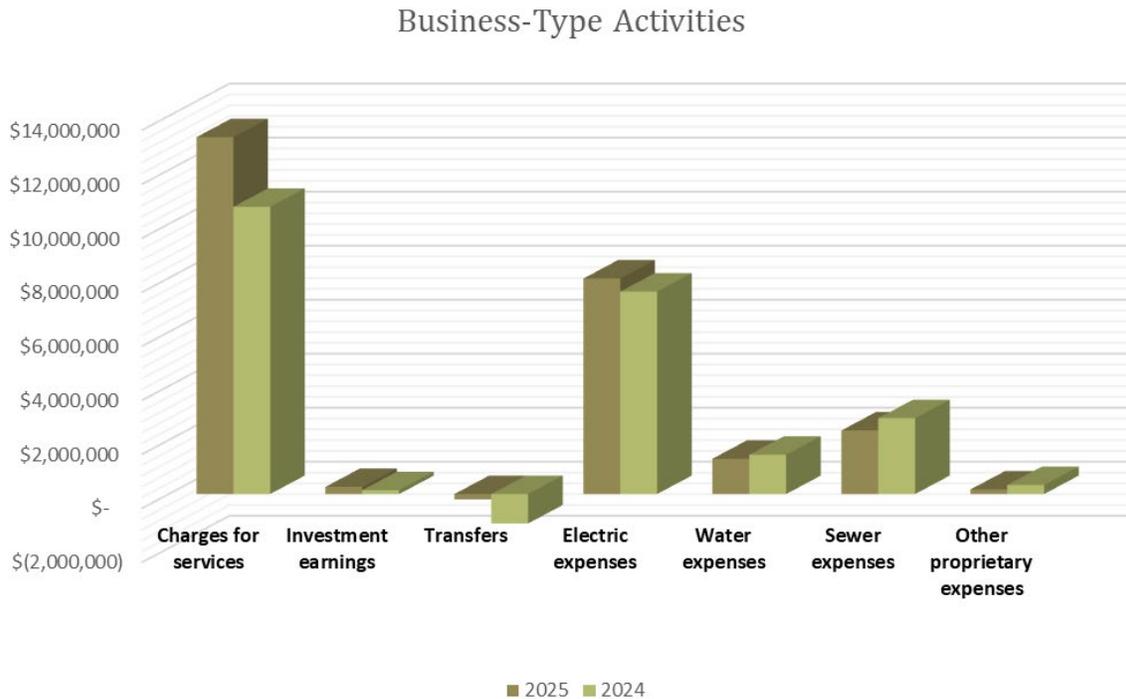


Significant changes in governmental expenses consisted of the following:

Overall governmental expenses increased by \$708,105 mostly from increases to public safety. Public safety expenses increased by \$1.02 million mostly due to the increase of salaries and benefits for public safety employees. Community development expenses decreased by \$457,623 mostly because of prior year CDBG loan payments for Sunrise Village Senior Housing. The changes in program expenses are a part of the presentation of financial statements on a government-wide perspective, whereby expenditures are allocated to departments related to adjustments for actuarial pension reports and depreciation. Additional allocations or conversion entries are needed to convert fund statements to a government-wide perspective

Business-Type Activities

The City’s net position for business-type activities increased by \$1.97 million. The following chart is a summary of the changes in revenues and expenses for the City’s business-type activities from Fiscal Year 2024/25 to 2023/24, with additional analysis following the chart:



Total Program Revenues for business-type activities increased by \$2.61 million when compared to the prior fiscal year. Most of the increase was from an increase in utility billings, with the majority coming from the Electric fund.

Total General Revenues increased by \$282,490 because of increased investment earnings and transfers out decreased by \$889,502 from the transfer of GHG carbon credits that were posted to the Electric Fund in prior years.

Total expenses for business type activities decreased by \$280,606 million when compared to the prior fiscal year. This was primarily due to employee salary and benefits decreases which include GASB 68 adjustments and OPEB adjustments.

FINANCIAL ANALYSIS OF THE CITY’S GOVERNMENTAL FUNDS

As noted earlier, the City uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

The focus of the City’s governmental funds is to provide information on near-term inflows, outflows, and balances of spendable resources. Such information is useful in assessing the City’s financing requirements. In particular, unassigned fund balance may serve as a useful measure of a government’s net resources available for discretionary use as they represent the portion of fund balance which has not yet been limited to use for a particular purpose by either an external party, the City itself, or a group or individual that has been delegated authority to assign resources for use for particular purposes by the City’s Council.

The following summarizes the fund balances by major and nonmajor funds:

	General Fund	08-Home-4987 Grant Fund	Block Grant Fund	Grant Related Funds	Nonmajor Governmental Funds	Total
Nonspendable	\$ 176,617	\$ -	\$ -	\$ -	\$ -	\$ 176,617
Restricted	-	4,002	724,956	1,371,308	2,897,381	4,997,647
Committed	42,759	-	-	-	-	42,759
Assigned	5,217,753	-	-	-	-	5,217,753
Unassigned	901,822	-	-	-	(901,822)	-
Total Fund Balance	\$ 6,338,951	\$ 4,002	\$ 724,956	\$ 1,371,308	\$ 1,995,559	\$ 10,434,776

Total Fund Balance as of June 30, 2025 was \$10.43 million. All of the City’s fund balance was either nonspendable, restricted, committed, or assigned to indicate that it was (1) not in a spendable form, \$176,617; (2) restricted for particular purposes, \$5 million; (3) committed by Council resolution for a specific purpose, \$42,759; or (3) assigned for particular purposes, \$5.22 million. A summary of the changes in fund balance of the Major Funds and Nonmajor Governmental Funds is presented below:

	General Fund	08-Home-4987 Grant Fund	Block Grant Fund	Grant Related Funds	Nonmajor Governmental Funds	Total
Total Revenues	\$ 4,123,364	\$ 117	\$ 116,061	\$ 1,775,243	\$ 1,520,372	\$ 7,535,157
Total Expenditures	6,885,898	-	8,103	704,235	1,509,063	9,107,299
Revenues Over (Under) Expenditures	(2,762,534)	117	107,958	1,071,008	11,309	(1,572,142)
Transfers in	2,230,988	-	-	-	1,574,826	3,805,814
Transfers out	(1,139,921)	-	-	(1,790,000)	(675,893)	(3,605,814)
Net change in fund balances	(1,671,467)	117	107,958	(718,992)	910,242	(1,372,142)
Beginning of year	8,010,418	3,885	616,998	2,090,300	1,079,632	11,801,233
Prior Period Adjustment	-	-	-	-	5,685	5,685
End of year	\$ 6,338,951	\$ 4,002	\$ 724,956	\$ 1,371,308	\$ 1,995,559	\$ 10,434,776

As of June 30, 2025, the City’s governmental funds reported combined fund balances of \$10.43 million, a decrease of \$1.37 million when compared with the prior fiscal year.

Analysis of Individual Funds

The General Fund is the chief operating fund of the City. As of the end of Fiscal Year 2024/25, the unassigned fund balance in the general fund was \$901,822, while total fund balance decreased to \$6.34 million. As a measure of the general fund's liquidity, it may be useful to compare both unassigned fund balance and total fund balance to total general fund expenditures. Unassigned fund balance represents 13.1% of total general fund expenditures, which down from 38.96%, while total fund balance represents 92.06% of total general fund expenditures, which is down from 114.98%.

The fund balance in the General Fund decreased by \$1.67 million during Fiscal Year 2024/25. This is primarily attributed to \$1.14 million of transfers to the nonmajor Gas Tax Fund for capital projects that were funded by unrestricted resources. In addition, operating expenditures exceeded operating revenues by \$2.76 million during fiscal year 2024/25.

The 08-Home-4987 Fund's fund balance increased by \$117 during the year. This fund is reported as major because of the loans reported in that fund totaling \$5.55 million at year end.

The Bock Grant Fund's fund balance increased by \$107,958 during the year as revenues exceeded expenditures by this amount during the year mostly due to program income related to the block grants.

The Grant Related Funds fund balance decreased by \$718,992 during the year mostly from transfers out to the General Fund as revenues exceeded expenditures by \$1.07 million.

Nonmajor Governmental Fund's fund balances increased by \$915,927 million mainly due to transfers from the General Fund totaling \$1.14 million.

GENERAL FUND BUDGETARY HIGHLIGHTS

Changes from the City's General Fund original budget to the final budget are detailed in the *Required Supplementary Information* section along with a comparison to actual activity for the fiscal year ended. Changes to the City's budget that increase or decrease appropriations in a fund must be approved by a resolution of the City Council.

Revenues

The General Fund adopted and final revenue budgets were \$4.73 million with actual revenues at \$4.12 million. The overall budgetary difference of \$601,749 primarily reflects taxes and assessments that were less than expected by \$879,663. Originally, the General Fund Sports Complex reimbursement of \$1.015 million was going to be recorded in the General Fund, but a separate fund was created for this revenue.

Expenditures

The General Fund adopted and final expenditure budget was \$7.51 million. The actual expenditures totaled \$6.89 million, which resulted in a net savings from the final budget of \$626,263. This budgetary variance was mostly attributable to lower-than-expected capital outlay and general government costs.

CAPITAL ASSETS

The City of Gridley’s investment in capital assets for its governmental and business-type activities as of June 30, 2025, was \$24.82 million (net of accumulated depreciation). This includes net capital assets from governmental activities of \$11.41 million and net capital assets from business-type activities of \$13.41 million. This investment in capital assets includes land, buildings and improvements, machinery and equipment, infrastructure and sewer systems.

The following table summarizes the City’s capital assets at the end of the fiscal year:

	Governmental Activities		Business-type Activities		Total		% Change
	2025	2024	2025	2024	2025	2024	
Land - non-depreciable	\$ 1,150,990	\$ 1,150,990	\$ 921,793	\$ 921,793	\$ 2,072,783	\$ 2,072,783	0.00%
Construction in Progress - non-depreciable	1,135,881	673,373	815,855	941,151	1,951,736	1,614,524	20.89%
Infrastructure	3,147,248	3,416,714	4,439,173	3,301,074	7,586,421	6,717,788	12.93%
Buildings and Improvements	758,828	871,548	149,595	166,392	908,423	1,037,940	-12.48%
Improvements other than Buildings	3,051,347	3,219,110	4,513,803	4,929,439	7,565,150	8,148,549	-7.16%
Vehicle and Equipment	2,162,059	1,429,391	2,574,546	2,769,160	4,736,605	4,198,551	12.82%
Total Capital Assets, Net	\$ 11,406,353	\$ 10,761,126	\$ 13,414,765	\$ 13,029,009	\$ 24,821,118	\$ 23,790,135	4.33%

The total increase in the City’s capital assets, net of depreciation and disposals was \$1.03. In Governmental Activities, the net increase in capital assets was \$645,227, or 6%, while business-type activities capital assets increased by \$385,756, or 3%. These changes were mainly attributed to additions in excess of depreciation.

Additional detail and information on capital asset activity is included in the notes to the financial statements, Note 6.

DEBT ADMINISTRATION

At the end of the fiscal year, the City had total debt outstanding of \$2.84 million which was all reported in business-type activities.

The following table summarizes the City’s debt at the end of the fiscal year:

	Business-type Activities		% Change
	2025	2024	
USDA Rural Development Loan	\$ 826,000	\$ 865,000	-4.51%
USDA Rural Development Loan	2,016,000	2,074,000	-2.80%
Total outstanding long-term debt	\$ 2,842,000	\$ 2,939,000	-3.30%

During the fiscal year, long-term debt decreased by \$97,000. The reduction in Long-Term Debt was a result of debt service payments. Additional detail and information on long-term debt activity is included in the notes to the financial statements, Note 7.

ECONOMIC FACTORS

Summary

The City's primary revenue sources include property taxes, sales and use taxes, and Franchise Tax Fee and Stage Coach Trailer Tax. Property tax revenue is projected to grow as the City anticipates more housing to be built.

The City's General Fund revenue for FY 2024-2025 was \$3.58million, the projection for FY 2025-2026 is \$6.65 million. The increase is mainly due to property taxes, sales tax, and the state trailer coach tax. As we expect more housing, franchise fee revenue is expected to increase as well. We will monitor these fees and review the impact. The City is planning to review and possibly update its fees and fees structure. This will be done by a third party that will guide and recommend the City of the fees to increase and/or implement. While the approaching fiscal year reflects increased revenue receipts, the economic outlook assumes the leveling off of sales and use taxes to anticipate only a conservative 3% growth over prior year revenues as consumers shift from goods to services.

Planned expenditures also increased in the upcoming fiscal year. City staffing levels increased to 67 full-time equivalents (FTE) in fiscal year 2024-2025. The cost of staffing from \$11.4 million to \$12.3 million due to a combination of factors such as the UAL, negotiated salary and benefit adjustments, personnel advancement (annual merit or salary step adjustments), rising retirement and health insurance costs and additional staff. This also includes certain non-employee staff such as the Fire Department. Personnel costs will steadily increase as the City is projected to grown and certain projects such as the Sports Complex and Highway 99 beatification are complete.

However, even without an increase in staffing levels, the City faces rising personnel costs primarily attributed to pension-related expenses. In addition to its annual contributions toward retirement costs for existing employees, the City makes an annual required payment to the California Public Employees' Retirement System (CalPERS) for the City's unfunded accrued liability ("UAL"). The UAL payment for FY 2024-2025 was \$1.25 million. FY 2025-2026 UAL payment was roughly \$1.39 million and the FY 2026-2027 UAL payment is projected to be \$1.56 million. The City has a plan in place to pay additional payments in an effort to reduce the liability payment in future years. There are options to this such as Section 115 Trust or adjustments of the Amortization Schedule. If we continue to see an increase the City may look into refinancing the amount to a lower interest rate.

If the City Council elects to start funding a Section 115 trust, it will have to plan and continually fund the trust while maintaining an annual balanced budget. To achieve this, the revenues must sustain an annual growth over the next several years and controlling the citywide expenses, particularly regarding the salary and benefits and capital outlay. Inflation also affects the ability to reduce costs for staffing, services, and supplies.

Outlook for Major Revenues

Property Taxes

The City's land capacity for new housing is limited, which curtails the availability of housing stock. The rising cost of housing as well as the loan rates, creates a volatility in the housing market. This limited supply, coupled with a high demand for housing driven by the City's desirability as a place to live, contributes to a healthy real estate market and thus the stability and strength of property tax revenues. Unlike sales tax and franchise fees, the fiscal year 2025-2026 budget assumed minimal growth in property tax and continued resiliency.

The State median home price decrease to \$780K in 2025 compared to previous, setting a 6% decrease from prior year. The California median home sales price for 2026 is expected to rise 2%. Gridley has consistent property tax base and the City does not foresee the average home in Gridley to be as high as the California Median home price. While fiscal year 2025-2026 property tax revenue is on par with projections, annual growth of 3% is conservatively realistic. The financial forecast assumes 3% annual growth over the next several years.

Sales and Use Taxes

Many of the features that contribute to residential quality of life, such as a temperate climate, natural beauty, and various family friendly events also attract visitors. The unique restaurants and other shopping options located within the City, as well as grocery and clothing retailers contributes to shopping opportunities for residents and visitors alike. The City also hosts the yearly Butte County Fair at the end of August, this also attracts visitors from surrounding cities and is a popular attraction.

2025-2026 budget projects a \$1.72 million, which is higher change when comparing to FY 2024-2025 actuals. Inflation is a major factor, recent trends show inflation has cooled in FY 2025-2026 while financing costs are expected to begin a gradual decent in 2026. The City will be closely monitoring this and adjust budgeted amounts during a Mid-Year Budget review if needed.

Franchise Fees

The City currently gets Franchise Fees Revenues from vendors that provide a service that the City does not provide, but is essential for our residents. This includes Waste/Environmental Services, Cable/Internet Services, and Gas Services. These services play a vital role in the quality of life for our residents and it benefits the City as a source of revenue. There was a projected minimal increase of 3% for FY 2025-2026. The City will collect revenue from the fees which are collected from the vendor providing the services.

Outlook for Major Expenditures

Salaries and Benefits

The City's largest expenditure is related to the cost of personnel. City staffing levels increased to 67 full-time equivalents (FTE) in fiscal year 2024-2025. Correspondingly, the cost of staffing increases from \$11.4 million to \$12.3 million due to a combination of factors such as negotiated salary and benefit adjustments, step increases, rising retirement and health care costs and additional staff. Personnel costs steadily increase with additional increases in FTE beyond fiscal year 2025-2026 staffing levels. The City recently

completed labor negotiations that will affect future budgets. Increase Health Benefits costs will also play a major role in future budgets.

Pension Costs

The City provides a defined pension plan through the California Public Employees' Retirement System (CalPERS) for its full-time employees. As such, the City is responsible for contributing toward current employees' retirement packages based upon a set amount determined by CalPERS based upon a percentage of salary ("employer contribution"). The employer contribution is included within the City's overall budgeted salary and benefit costs. In addition, the City is obligated to make additional pension payments to CalPERS known as the Unfunded Accrued Liability ("UAL"). The UAL addresses any shortfall between the funding CalPERS needs to pay for retirement benefits when employees retire; compared to the funding that CalPERS currently has on hand to pay for the estimated costs of these benefits.

The City's UAL is estimated at \$15.5 million (not including interest) based on the valuation date of June 30, 2023 and 2024. As calculated by CalPERS, the City's UAL annual contribution payment has been steadily increasing and projected to increase by \$1.7 million by year 2034. The City anticipates annual contribution costs will continue to rise over the next several years even if staffing levels remain unchanged. To help address its pension obligations, the City has a plan in place in efforts to reduce the liability.

Other Operating Costs

In order to deliver services to the community, the City procures various types of goods and services. The category of services and supplies assumes a modest annual growth in fiscal year 2025-2026, as the City adjusts for goods and services overall sensitivity to inflation. The City is hopeful that federal interest rates will ease in 2026 and inflation will slow. The City contracts for specialized professional services and costs trend upward based upon credentials, certifications and qualifications of the individuals providing the service. Moreover, the City currently contracts with another governmental agency for fire prevention and response services, subject to increases based upon salary and benefits, including pension. Overall costs across all sectors are significantly higher over prior fiscal years.

Capital Projects

The City capital expenditures budgeted is \$3.74 million in fiscal year 2025-2026. The City's Five-Year Capital Improvement Plan totals \$27.2 million and identifies needs of \$5.4 million annually over the next five fiscal years. Similar to service and supplies, inflation and other market-based conditions drive the availability of contractors and costs to implement public works projects, subject to prevailing wage. In addition, deferring building and infrastructure maintenance drives long-term costs for repair and replacement.

Debt Service

In FY 2022, the City worked with a third party vendor and successfully refinanced two bonds. The City was able to refinance at a lower interest rate which in turn will be an interest cost savings to the City. Prior to the dissolution of the Redevelopment Agency ("RDA"), the former agency issued a \$2.9 million and \$1.7 million bond for the purpose of providing funds to finance redevelopment projects.

REQUEST FOR FINANCIAL INFORMATION

This financial report is designed to provide a general overview of the City's finances for all of the City's residents, taxpayers, customers, investors, and creditors. This financial report seeks to demonstrate the City's accountability for the money it receives. Questions concerning any of the information provided in this report or requests for additional information should be addressed to the Gridley Finance Department at 685 Kentucky St., Gridley, CA 95948, or visit the City of Gridley webpage at www.gridley.ca.us.



BASIC FINANCIAL STATEMENTS

City of Gridley
Statement of Net Position
June 30, 2025

	Governmental Activities	Business- Type Activities	Total
ASSETS			
Current Assets:			
Cash and investments	\$ 11,012,131	\$ 8,630,806	\$ 19,642,937
Accounts receivable	106,157	1,147,378	1,253,535
Due from other governments	77,826	27,309	105,135
Interest receivable	18,128	18,466	36,594
Taxes receivable	330,210	-	330,210
Prepaid items	91,532	28,006	119,538
Inventory	-	1,207,357	1,207,357
Advances to fiduciary funds	326,868	-	326,868
Leases receivable	25,679	-	25,679
Internal balances	(161,895)	161,895	-
Total Current Assets	<u>11,826,636</u>	<u>11,221,217</u>	<u>23,047,853</u>
Noncurrent Assets:			
Loans receivable	11,055,982	-	11,055,982
Leases receivable	276,352	-	276,352
Capital Assets:			
Nondepreciable	2,286,871	1,737,648	4,024,519
Depreciable, net of accumulated depreciation	9,119,482	11,677,117	20,796,599
Total Capital Assets, Net	<u>11,406,353</u>	<u>13,414,765</u>	<u>24,821,118</u>
Total Noncurrent Assets	<u>22,738,687</u>	<u>13,414,765</u>	<u>36,153,452</u>
Total Assets	<u>\$ 34,565,323</u>	<u>\$ 24,635,982</u>	<u>\$ 59,201,305</u>
DEFERRED OUTFLOWS OF RESOURCES			
Pension Adjustments	\$ 2,880,747	\$ 2,341,004	\$ 5,221,751
Total Deferred Outflows of Resources	<u>\$ 2,880,747</u>	<u>\$ 2,341,004</u>	<u>\$ 5,221,751</u>

Continued

The accompanying notes are an integral part of these financial statements.

City of Gridley
Statement of Net Position
June 30, 2025

	Governmental Activities	Business- Type Activities	Total
LIABILITIES			
Current Liabilities:			
Accounts payable	\$ 1,152,297	\$ 162,994	\$ 1,315,291
Accrued expenses	-	57,403	57,403
Unearned revenue	24,101	-	24,101
Deposits payable	57,225	257,997	315,222
Interest payable	-	21,560	21,560
Compensated absences, due within one year	224,731	135,805	360,536
Long-term debt, due within one year	-	99,000	99,000
Total Current Liabilities	<u>1,458,354</u>	<u>734,759</u>	<u>2,193,113</u>
Noncurrent Liabilities:			
Total OPEB liability	1,879,100	1,426,687	3,305,787
Net pension liability	8,312,874	6,090,964	14,403,838
Compensated absences, due in more than one year	140,141	98,733	238,874
Long-term debt, due in more than one year	-	2,743,000	2,743,000
Total Noncurrent Liabilities	<u>10,332,115</u>	<u>10,359,384</u>	<u>20,691,499</u>
Total Liabilities	<u>\$ 11,790,469</u>	<u>\$ 11,094,143</u>	<u>\$ 22,884,612</u>
DEFERRED INFLOWS OF RESOURCES			
Leases	\$ 293,814	\$ -	\$ 293,814
Pension Adjustments	333,530	430,668	764,198
Total Deferred Inflows of Resources	<u>\$ 627,344</u>	<u>\$ 430,668</u>	<u>\$ 1,058,012</u>
NET POSITION			
Net investment in capital assets	\$ 11,406,353	\$ 10,572,765	\$ 21,979,118
Restricted for:			
Redevelopment	1,684,150	-	1,684,150
Grants	2,593,134	-	2,593,134
Taxes and fees	676,765	-	676,765
Capital projects	3,359	-	3,359
Other	1,695	-	1,695
Total Restricted	<u>4,959,103</u>	<u>-</u>	<u>4,959,103</u>
Unrestricted	8,662,801	4,879,410	13,542,211
Total Net Position	<u>\$ 25,028,257</u>	<u>\$ 15,452,175</u>	<u>\$ 40,480,432</u>

Concluded

The accompanying notes are an integral part of these financial statements.

City of Gridley
Statement of Activities
For the Year Ended June 30, 2025

Functions/Programs	Expenses	Program Revenues		Net (Expense) Revenue and Changes in Net Position		
		Charges for Services	Operating Grants and Contributions	Governmental Activities	Business- Type Activities	Total
Primary Government:						
Governmental Activities:						
General government	\$ 222,885	\$ 463,151	\$ 1,483,410	\$ 1,723,676		\$ 1,723,676
Public safety	5,866,591	23,116	660,493	(5,182,982)		(5,182,982)
Streets and public works	1,341,622	-	1,070,963	(270,659)		(270,659)
Community development	396,175	102,943	23,621	(269,611)		(269,611)
Parks and recreation	631,370	12,326	240,720	(378,324)		(378,324)
Total Governmental Activities	\$ 8,458,643	\$ 601,536	\$ 3,479,207	(4,377,900)		(4,377,900)
Business-Type Activities:						
Electric	\$ 7,979,924	\$ 9,537,388	\$ -		1,557,464	1,557,464
Water	1,306,788	1,522,223	-		215,435	215,435
Sewer	2,354,040	2,150,961	-		(203,079)	(203,079)
Other proprietary	169,064	3,834	337,035		171,805	171,805
Total Business-Type Activities	\$ 11,809,816	\$13,214,406	\$ 337,035		1,741,625	1,741,625
General Revenues:						
Taxes:						
Property taxes				639,581	-	639,581
Sales and use taxes				1,584,391	-	1,584,391
Motor vehicle and gas taxes				387,671	-	387,671
Occupancy tax				29,261	-	29,261
Franchise taxes				149,923	-	149,923
Other taxes				137,626	-	137,626
Total taxes				2,928,453	-	2,928,453
Investment earnings				261,790	264,536	526,326
Rental income				35,617	-	35,617
Other revenues				160,737	165,578	326,315
Total General Revenues				3,386,597	430,114	3,816,711
Transfers				200,000	(200,000)	-
Total General Revenues and Transfers				3,586,597	230,114	3,816,711
Change in Net Position				(791,303)	1,971,739	1,180,436
Net Position - Beginning of Year				25,813,875	13,480,436	39,294,311
Prior Period Restatements				5,685	-	5,685
Net Position - Beginning, as Restated				25,819,560	13,480,436	39,299,996
Net Position - End of Year				\$ 25,028,257	\$ 15,452,175	\$ 40,480,432

The accompanying notes are an integral part of these financial statements.

GOVERNMENTAL FUND FINANCIAL STATEMENTS

The **General Fund** is the City's primary operating fund. This is the City's primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund. For the City, the general fund includes such activities as public safety, public ways and facilities, parks and recreation services, and economic development services.

The **08-Home-4987 Grant Fund** is a special revenue fund used to account for the activities of the U.S. Department of Housing and Urban Development HOME Investment Partnerships Grant.

The **Block Grant Fund** is a Community Development Block Grant (CDBG) Revolving Loan program and Economic Development Block Grant (EDBG) Program. The City participates in this federally funded program that is utilized to fund housing activities, community facilities and public service projects serving lower income private parties and businesses. Eligible activities include funding housing activities (single/multi-family) rehabilitation, rental housing acquisition, homeownership assistance, or new construction. Interest may vary depending on the loan terms and interest may be deferred until the related property is refinanced or sold. The repayment of the loans results in program income, which is deposited into the Housing Rehabilitation Revolving Loan Fund (RLF) program for public benefit projects, general administration, and program delivery functions (preapproved ratios to the funds loaned).

The **Grant Related Fund** is used to account for various restricted grants, mostly from the State of California (transportation, planning, and COPS grants).

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City of Gridley
Balance Sheet
Governmental Funds
June 30, 2025

	General Fund	08-Home-4987 Grant Fund	Block Grant Fund	Grant Related Funds	Nonmajor Governmental Funds	Total Governmental Funds
ASSETS						
Cash and investments	\$ 6,053,333	\$ 3,994	\$ 536,323	\$ 1,373,382	\$ 3,045,099	\$ 11,012,131
Accounts receivable	103,101	-	954	-	2,102	106,157
Due from other governments	-	-	77,826	-	-	77,826
Interest receivable	10,904	8	906	-	6,310	18,128
Taxes receivable	324,412	-	-	-	5,798	330,210
Loans receivable	-	5,546,250	2,800,347	2,709,385	-	11,055,982
Due from other funds	860,352	-	-	-	329,029	1,189,381
Prepaid items	91,532	-	-	-	-	91,532
Leases receivable	302,031	-	-	-	-	302,031
Advances to fiduciary funds	76,868	-	250,000	-	-	326,868
Total assets	\$ 7,822,533	\$ 5,550,252	\$ 3,666,356	\$ 4,082,767	\$ 3,388,338	\$ 24,510,246
LIABILITIES, DEFERRED INFLOWS AND FUND BALANCES						
Liabilities:						
Accounts payable	\$ 1,108,817	\$ -	\$ 278	\$ 2,074	\$ 41,128	\$ 1,152,297
Unearned revenue	24,101	-	-	-	-	24,101
Deposits payable	56,850	-	-	-	375	57,225
Due to other funds	-	-	-	-	1,351,276	1,351,276
Total liabilities	1,189,768	-	278	2,074	1,392,779	2,584,899
Deferred Inflows of Resources:						
Leases	293,814	-	-	-	-	293,814
Unavailable revenues	-	5,546,250	2,941,122	2,709,385	-	11,196,757
Total deferred inflows of resources	293,814	5,546,250	2,941,122	2,709,385	-	11,490,571
Fund Balances:						
Nonspendable						
Leases receivable	8,217	-	-	-	-	8,217
Advances to fiduciary funds	76,868	-	-	-	-	76,868
Prepaid items	91,532	-	-	-	-	91,532
Total nonspendable	176,617	-	-	-	-	176,617
Restricted:						
Redevelopment	-	-	-	-	1,684,150	1,684,150
Grants	-	4,002	724,956	1,371,308	492,868	2,593,134
Taxes and fees	-	-	-	-	676,765	676,765
Capital projects	-	-	-	-	3,359	3,359
Community development	-	-	-	-	38,529	38,529
Other	-	-	-	-	1,695	1,695
Total restricted	-	4,002	724,956	1,371,308	2,897,366	4,997,632
Committed:						
Infrastructure reserve	42,759	-	-	-	-	42,759
Total committed	42,759	-	-	-	-	42,759
Assigned:						
Bond reserve	3,266,953	-	-	-	-	3,266,953
Equipment replacement	1,857,887	-	-	-	-	1,857,887
Building maintenance	92,913	-	-	-	-	92,913
Total assigned	5,217,753	-	-	-	-	5,217,753
Unassigned	901,822	-	-	-	(901,807)	15
Total fund balances	6,338,951	4,002	724,956	1,371,308	1,995,559	10,434,776
Total liabilities, deferred inflows of resources and fund balances	\$ 7,822,533	\$ 5,550,252	\$ 3,666,356	\$ 4,082,767	\$ 3,388,338	\$ 24,510,246

The accompanying notes are an integral part of these financial statements.

City of Gridley
Reconciliation of the Government Funds Balance Sheet
to the Government-Wide Statement of Net Position
June 30, 2025

Total Fund Balances - Total Governmental Funds \$ 10,434,776

Amounts reported for governmental activities in the statement of net position were different because:

Capital assets used in governmental activities were not current financial resources. Therefore, they were not reported in the Governmental Funds Balance Sheet. The capital assets were adjusted as follows:

Capital assets	25,968,714
Less: accumulated depreciation	(14,562,361)
Total Capital Assets	<u>11,406,353</u>

The differences from benefit plan assumptions and estimates versus actuals are not included in the plan's actuarial study until the next fiscal year and are reported as deferred inflows or deferred outflows of resources in the statement of net position. 2,547,217

Liabilities were reported for certain revenues that were not available to pay current period expenditures and were reported as deferred inflows of resources in the fund statements. The unavailable amounts offset loans receivable in the fund statements. 11,196,757

Long-term obligations were not due and payable in the current period. Therefore, they were not reported in the Governmental Funds Balance Sheet. The long-term liabilities were adjusted as follows:

Compensated absences	(364,872)
Net pension liability	(8,312,874)
Total OPEB liability	(1,879,100)
Total Long-Term Obligations	<u>(10,556,846)</u>

Net Position of Governmental Activities \$ 25,028,257

The accompanying notes are an integral part of these financial statements.

City of Gridley
Statement of Revenues, Expenditures, and Changes in Fund Balances
Governmental Funds
For the Year Ended June 30, 2025

	General Fund	08-Home-4987 Grant Fund	Block Grant Fund	Grant Related Funds	Nonmajor Governmental Funds	Total Governmental Funds
REVENUES						
Taxes and assessments	\$ 3,237,217	\$ -	\$ -	\$ -	\$ 590,496	\$ 3,827,713
Licenses, permits and fees	62,700	-	-	-	16,704	79,404
Fines and forfeitures	3,287	-	-	-	23,117	26,404
Intergovernmental	431,973	-	12,085	1,772,067	375,909	2,592,034
Charges for services	61,078	-	-	-	331,708	392,786
Program income	-	-	90,858	-	-	90,858
Use of money and property	181,391	117	13,118	3,176	99,605	297,407
Other revenue	145,718	-	-	-	82,833	228,551
Total Revenues	4,123,364	117	116,061	1,775,243	1,520,372	7,535,157
EXPENDITURES						
Current:						
General government	122,223	-	-	6,884	-	129,107
Public safety	6,094,226	-	-	-	-	6,094,226
Streets and public works	368,507	-	-	-	566,962	935,469
Community development	95,174	-	8,103	4,301	320,320	427,898
Parks and recreation	195,253	-	-	43,541	258,229	497,023
Capital outlay	10,515	-	-	649,509	363,552	1,023,576
Total Expenditures	6,885,898	-	8,103	704,235	1,509,063	9,107,299
Excess (Deficiency) of Revenues over Expenditures	(2,762,534)	117	107,958	1,071,008	11,309	(1,572,142)
OTHER FINANCING SOURCES (USES)						
Transfers in	2,230,988	-	-	-	1,574,826	3,805,814
Transfers out	(1,139,921)	-	-	(1,790,000)	(675,893)	(3,605,814)
Total Other Financing Sources (Uses)	1,091,067	-	-	(1,790,000)	898,933	200,000
Net Change in Fund Balances	(1,671,467)	117	107,958	(718,992)	910,242	(1,372,142)
Fund Balances Beginning	8,010,418	3,885	616,998	2,090,300	1,079,632	11,801,233
Prior Period Restatements	-	-	-	-	5,685	5,685
Fund Balances Beginning, as Adjusted	8,010,418	3,885	616,998	2,090,300	1,085,317	11,806,918
Fund Balances Ending	\$ 6,338,951	\$ 4,002	\$ 724,956	\$ 1,371,308	\$ 1,995,559	\$ 10,434,776

The accompanying notes are an integral part of these financial statements.

City of Gridley
Reconciliation of the Governmental Funds Statement of Revenues,
Expenditures and Changes in Fund Balances to the Government-Wide
Statement of Activities
For the Year Ended June 30, 2025

Net Change in Fund Balances - Total Governmental Funds \$ (1,372,142)

Amounts reported for governmental activities in the Statement of Activities and Changes in net position were different because:

Governmental Funds report capital outlay as expenditures. However, in the Government-Wide Statement of Activities and Changes in net position, the cost of those assets was allocated over their estimated useful lives as depreciation expense.

Capital asset additions	1,619,463
Depreciation expense	(974,236)

Compensated absences not required to be paid with current financial resources are not reported in the governmental funds, but are accrued as noncurrent liabilities in the Government Wide Statement Net Position. The change from prior year accrued compensated absences is reported in the applicable program expense.

82,729

Receipts of payments and disbursements of funds related to notes and loans receivable are reported as revenue and expenditures, respectively, in governmental funds, but an increase and decrease, respectively, in notes receivable in the Statement of Net Position.

Loan program receipts	(67,817)
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In governmental funds, actual contributions to benefit plans are reported as expenditures in the year incurred. However, in the government-wide statement of activities, only the current year benefit expense as noted in the plans' valuation reports is reported as an expense, as adjusted for deferred inflows and outflows of resources.

(268,633)

Certain expenses reported in the statement of activities do not require the use of current financial resources and are not reported as expenditures in the fund statements as follows:

Other postemployment benefits	189,333
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Change in Net Position of Governmental Activities	\$ (791,303)
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The accompanying notes are an integral part of these financial statements.

PROPRIETARY FUND FINANCIAL STATEMENTS

The *Electric Fund* is used to account for the activities of the City's electric generation and distribution operations.

The *Water Fund* is used to account for the activities of the City's water treatment and distribution operations.

The *Sewer Fund* is used to account for the activities of the City's sewage collection and treatment operations.

Nonmajor enterprise funds include the Drainage Fund, Solid Waste Fund and Senior Taxi Fund.

City of Gridley
Statement of Net Position
Proprietary Funds
June 30, 2025

	Business-Type Activities				Total
	Enterprise Funds				
	Electric Fund	Water Fund	Sewer Fund	Nonmajor Enterprise Funds	
ASSETS					
Current assets:					
Cash and investments	\$ 1,272,882	\$ 2,896,530	\$ 4,308,777	\$ 152,617	\$ 8,630,806
Accounts receivable, net	874,093	114,285	159,000	-	1,147,378
Due from other governments	26,346	-	-	963	27,309
Interest receivable	2,258	7,855	8,318	35	18,466
Due from other funds	-	-	-	490,924	490,924
Prepaid items	14,003	14,003	-	-	28,006
Inventory	1,153,129	52,244	1,984	-	1,207,357
Total current assets	<u>3,342,711</u>	<u>3,084,917</u>	<u>4,478,079</u>	<u>644,539</u>	<u>11,550,246</u>
Noncurrent assets:					
Capital assets:					
Nondepreciable assets	734,544	282,348	720,756	-	1,737,648
Depreciable, net	3,022,674	3,640,950	5,013,493	-	11,677,117
Total capital assets, net	<u>3,757,218</u>	<u>3,923,298</u>	<u>5,734,249</u>	<u>-</u>	<u>13,414,765</u>
Total noncurrent assets	<u>3,757,218</u>	<u>3,923,298</u>	<u>5,734,249</u>	<u>-</u>	<u>13,414,765</u>
Total assets	<u>\$ 7,099,929</u>	<u>\$ 7,008,215</u>	<u>\$ 10,212,328</u>	<u>\$ 644,539</u>	<u>\$ 24,965,011</u>
DEFERRED OUTFLOWS OF RESOURCES					
Pension adjustments	\$ 1,163,654	\$ 424,389	\$ 584,706	\$ 168,255	\$ 2,341,004
Total deferred outflows of resources	<u>\$ 1,163,654</u>	<u>\$ 424,389</u>	<u>\$ 584,706</u>	<u>\$ 168,255</u>	<u>\$ 2,341,004</u>
LIABILITIES					
Current liabilities:					
Accounts payable	\$ 109,698	\$ 18,980	\$ 28,164	\$ 6,152	\$ 162,994
Accrued expenses	37,373	2,195	17,835	-	57,403
Interest payable	-	-	21,548	12	21,560
Deposits payable	257,997	-	-	-	257,997
Due to other funds	-	-	-	329,029	329,029
Compensated absences, current	75,000	21,343	31,783	7,679	135,805
Long-term liabilities, current	-	-	99,000	-	99,000
Total current liabilities	<u>480,068</u>	<u>42,518</u>	<u>198,330</u>	<u>342,872</u>	<u>1,063,788</u>
Noncurrent liabilities:					
Total OPEB liability	696,566	363,404	366,717	-	1,426,687
Net pension liability	3,027,663	1,104,200	1,521,325	437,776	6,090,964
Compensated absences, noncurrent	944	30,388	50,145	17,256	98,733
Long-term liabilities, noncurrent	-	-	2,743,000	-	2,743,000
Total noncurrent liabilities	<u>3,725,173</u>	<u>1,497,992</u>	<u>4,681,187</u>	<u>455,032</u>	<u>10,359,384</u>
Total liabilities	<u>\$ 4,205,241</u>	<u>\$ 1,540,510</u>	<u>\$ 4,879,517</u>	<u>\$ 797,904</u>	<u>\$ 11,423,172</u>
DEFERRED INFLOWS OF RESOURCES					
Pension adjustments	\$ 214,074	\$ 78,074	\$ 107,567	\$ 30,953	\$ 430,668
OPEB adjustments	0	0	0	-	-
Total deferred inflows of resources	<u>\$ 214,074</u>	<u>\$ 78,074</u>	<u>\$ 107,567</u>	<u>\$ 30,953</u>	<u>\$ 430,668</u>
NET POSITION					
Net Investment in capital assets	\$ 3,757,218	\$ 3,923,298	\$ 2,892,249	\$ -	\$ 10,572,765
Unrestricted	87,050	1,890,722	2,917,701	(16,063)	4,879,410
Total net position	<u>\$ 3,844,268</u>	<u>\$ 5,814,020</u>	<u>\$ 5,809,950</u>	<u>\$ (16,063)</u>	<u>\$ 15,452,175</u>

The accompanying notes are an integral part of these financial statements.

City of Gridley
Statement of Revenues, Expenses and Changes in Fund Net Position
Proprietary Funds
For the Year Ended June 30, 2025

	Business-Type Activities Enterprise Funds				Total
	Electric Fund	Water Fund	Sewer Fund	Nonmajor Enterprise Funds	
OPERATING REVENUES					
Charges for services	\$ 9,537,388	\$ 1,522,223	\$ 2,150,961	\$ 3,834	\$ 13,214,406
Intergovernmental	-	-	-	337,035	337,035
Other revenue	-	75	139,820	25,683	165,578
Total operating revenues	9,537,388	1,522,298	2,290,781	366,552	13,717,019
OPERATING EXPENSES					
Salaries and benefits	1,726,166	580,198	855,589	136,726	3,298,679
Materials and supplies	355,714	188,145	322,871	10,321	877,051
Repairs and maintenance	588,886	201,702	261,502	9,842	1,061,932
Power and utilities	4,457,800	195	132,799	-	4,590,794
Contractual services	151,970	22,921	35,509	266	210,666
Administration	408,629	139,840	106,150	11,909	666,528
Miscellaneous	-	-	27,270	-	27,270
Depreciation and amortization	290,759	173,787	533,806	-	998,352
Total operating expenses	7,979,924	1,306,788	2,275,496	169,064	11,731,272
Operating income (loss)	1,557,464	215,510	15,285	197,488	1,985,747
NONOPERATING REVENUES(EXPENSES)					
Interest expense	-	-	(78,544)	-	(78,544)
Interest income	28,767	111,077	124,970	(278)	264,536
Total nonoperating revenues(expenses)	28,767	111,077	46,426	(278)	185,992
Income (loss) before transfers	1,586,231	326,587	61,711	197,210	2,171,739
CONTRIBUTIONS AND TRANSFERS					
Transfers in	399,667	1,200,000	-	-	1,599,667
Transfers out	(1,799,667)	-	-	-	(1,799,667)
Net contributions and transfers	(1,400,000)	1,200,000	-	-	(200,000)
Change in net position	186,231	1,526,587	61,711	197,210	1,971,739
Total net position - beginning	3,658,037	4,287,433	5,748,239	(213,273)	13,480,436
Total net position - ending	\$ 3,844,268	\$ 5,814,020	\$ 5,809,950	\$ (16,063)	\$ 15,452,175

The accompanying notes are an integral part of these financial statements.

City of Gridley
Statement of Cash Flows
Proprietary Funds
For the Year Ended June 30, 2025

	Business-Type Activities				Total
	Enterprise Funds				
	Electric Fund	Water Fund	Sewer Fund	Nonmajor Enterprise Funds	
Cash flows from operating activities:					
Receipts from customers	\$ 9,294,097	\$ 1,505,478	\$ 2,274,438	\$ 456,023	\$ 13,530,036
Payments to suppliers	(5,937,343)	(555,389)	(859,322)	(27,541)	(7,379,595)
Payments to employees	(1,920,396)	(656,619)	(923,530)	(152,775)	(3,653,320)
Net cash provided (used) by operating activities	<u>1,436,358</u>	<u>293,470</u>	<u>491,586</u>	<u>275,707</u>	<u>2,497,121</u>
Cash flows from noncapital financing activities:					
Interfund transactions	(1,400,000)	1,200,000	-	(246,601)	(446,601)
Net cash provided (used) by noncapital financing activities	<u>(1,400,000)</u>	<u>1,200,000</u>	<u>-</u>	<u>(246,601)</u>	<u>(446,601)</u>
Cash flows from capital financing activities:					
Acquisition of capital assets	(35,974)	(1,310,566)	(37,563)	(1,073)	(1,385,176)
Principal payments on long-term debt	-	-	(97,000)	-	(97,000)
Interest paid on long-term debt	-	-	(79,329)	-	(79,329)
Net cash provided (used) by capital financing activities	<u>(35,974)</u>	<u>(1,310,566)</u>	<u>(213,892)</u>	<u>(1,073)</u>	<u>(1,561,505)</u>
Cash flows from investing activities:					
Investment income received	30,813	110,164	127,626	95	268,698
Net cash provided (used) by investing activities	<u>30,813</u>	<u>110,164</u>	<u>127,626</u>	<u>95</u>	<u>268,698</u>
Net increase (decrease) in cash and cash equivalents	31,197	293,068	405,320	28,128	757,713
Cash and cash equivalents - beginning	1,241,685	2,603,462	3,903,457	124,489	7,873,093
Cash and cash equivalents - ending	<u>\$ 1,272,882</u>	<u>\$ 2,896,530</u>	<u>\$ 4,308,777</u>	<u>\$ 152,617</u>	<u>\$ 8,630,806</u>
Reconciliation of operating income to net cash provided (used) by operating activities:					
Operating income (loss)	\$ 1,557,464	\$ 215,510	\$ 15,285	197,488	\$ 1,985,747
Adjustments to reconcile operating income (loss) to net cash provided (used) by operating activities:					
Depreciation	290,759	173,787	533,806	-	998,352
Changes in operating assets and liabilities:					
Accounts receivables	(233,021)	(16,820)	(16,343)	-	(266,184)
Due from other governments	-	-	-	89,471	89,471
Prepaid items	12,419	(4,675)	9,328	-	17,072
Deferred outflows of resources	103,492	17,922	20,580	12,817	154,811
Accounts payable	11,842	1,732	15,987	4,797	34,358
Accrued expenses	1,395	357	1,464	-	3,216
Deposits payable	(10,270)	-	-	-	(10,270)
Total OPEB liability	4,437	860	4,173	-	9,470
Net pension liability	(93,388)	14,764	30,472	(8,214)	(56,366)
Compensated absences	17,871	(21,986)	(16,988)	1,380	(19,723)
Deferred inflows of resources	(226,642)	(87,981)	(106,178)	(22,032)	(442,833)
Net cash provided (used) by operating activities	<u>\$ 1,436,358</u>	<u>\$ 293,470</u>	<u>\$ 491,586</u>	<u>\$ 275,707</u>	<u>\$ 2,497,121</u>

The accompanying notes are an integral part of these financial statements.

FIDUCIARY FUND FINANCIAL STATEMENTS

Private-Purpose Trust Funds

The City's private purpose trust funds include the **Main Trust Fund** and the **Successor Agency Trust Fund**.

The Successor Agency was created as a result of the State order to dissolve California Redevelopment Agencies. The Successor Agency Trust Fund is used to track the activities by the Successor Agency Oversight Board and the City's Department of Finance in relation to the remaining assets and liabilities of the Successor Agency. The Housing Successor is governed by the City of Gridley City Council and is obligated to use the Housing Successor Agency's assets according to Redevelopment law for low and moderate-income housing.

Custodial Funds

The City's custodial funds include the **Gridley Bid Fund** and the **Hospital JPA Administration Fund**.

City of Gridley
Statement of Fiduciary Net Position
Fiduciary Funds
June 30, 2025

	Private Purpose Trust Funds	Custodial Funds
ASSETS		
Cash and investments	\$ 1,347,485	\$ -
Restricted cash and investments	16,366	-
Interest receivable	440	-
Capital assets, land	1,302,116	-
Total assets	<u>\$ 2,666,407</u>	<u>\$ -</u>
DEFERRED OUTFLOWS OF RESOURCES		
Loss on debt refunding	<u>\$ 142,106</u>	<u>\$ -</u>
LIABILITIES		
Accounts payable	\$ 53	\$ -
Interest payable	75,012	2
Unearned revenue	250,040	-
Advances from the City	326,868	-
Long-term liabilities, current	130,000	-
Long-term liabilities, noncurrent	3,720,000	-
Total liabilities	<u>\$ 4,501,973</u>	<u>\$ 2</u>
NET POSITION		
Held in trust for private purposes	<u>\$ (1,693,460)</u>	<u>\$ -</u>
Total net position	<u>\$ (1,693,460)</u>	<u>\$ (2)</u>

The accompanying notes are an integral part of these financial statements.

City of Gridley
Statement of Changes in Fiduciary Net Position
Fiduciary Funds
For the Year Ended June 30, 2025

	Private Purpose Trust Funds	Custodial Funds
ADDITIONS		
Property taxes	\$ 626,225	\$ -
Interest Income	6,418	(2)
Total additions	<u>632,643</u>	<u>(2)</u>
DEDUCTIONS		
Professional services	38,220	-
Administrative expense	3,912	-
Payments to the City of Gridley	-	-
Interest and fiscal charges	180,392	-
Total deductions	<u>222,524</u>	<u>-</u>
Change in net position	410,119	(2)
Total net position - beginning	<u>(2,103,579)</u>	<u>-</u>
Total net position - ending	<u>\$ (1,693,460)</u>	<u>\$ (2)</u>

The accompanying notes are an integral part of these financial statements.

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**NOTES TO THE BASIC
FINANCIAL STATEMENTS**

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The City of Gridley (the "City") is a municipal corporation organized under the constitution and laws of the State of California. The City operates under a Council-Administrator form of government and provides the following services: public safety (police, fire, and animal regulation), street, sanitation, transportation and social services, recreation, public improvements, planning and zoning, water, sewer, electrical, and general administrative services.

The voters of the City give authority and responsibility for operations to the City Council. The City Council has the authority to employ administrative and support personnel to carry out its directives. The primary method used to monitor the performance of the City's management is the financial budget, which is adopted annually by the City Council.

The basic financial statements of the City have been prepared in conformity with generally accepted accounting principles (GAAP) as applied to governmental agencies. The Governmental Accounting Standards Boards (GASB) is the accepted standard setting body for establishing governmental accounting and financial reporting principles. The more significant of the City's accounting policies are described below.

A. Financial Reporting Entity

As required by GAAP, these basic financial statements present the City and its component units, entities for which the City is considered to be financially accountable. The City Council acts as the governing board. In addition, the City staff performs all administrative and accounting functions for these entities and these entities provide their services entirely to the City. Blended component units, although legally separate entities are, in substance, part of the City's operations and data from these units are combined with data of the City. Each blended component unit has a June 30 year-end. The following entities are reported as blended component units:

Gridley Public Financing Authority

The Gridley Public Financing Authority (the "Authority"), established February 4, 2008, is a joint powers authority created by the City of Gridley and the former Gridley Redevelopment Agency. The creation of the Authority is authorized under the MelloRoos Local Bond Pooling Act of 1985, constituting Article 4, Chapter 5, Division 7, Title 1 (commencing with Section 6584) of the California Government Code. The City and the Authority are separate legal entities. For financial reporting purposes, the Authority is reported as a part of the City's operations because the five (5) members of the City Council also act as the governing body of the Authority. The purpose of the Authority is to assist in the financing of public capital improvements. No separate financial statements are issued for the Authority.

B. Basis of Presentation, Accounting and Measurement Focus

The accounts of the City are organized on the basis of funds, each of which is considered a separate accounting entity. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, deferred outflows of resources, liabilities, deferred inflows of resources, fund equity, revenues, and expenditures or expenses, as appropriate. These funds are established for the purpose of carrying out specific activities or certain objectives in accordance with specific regulations, restrictions, or limitations. Governmental resources are allocated to and accounted for in individual funds based upon the purposes for which they are to be spent and the means by which spending activities are controlled.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

Government-Wide Financial Statements

The City's government-wide financial statements include a *Statement of Net Position* and a *Statement of Activities*. These statements present summaries of governmental and business-type activities for the City. Fiduciary activities of the City are not included in these statements. *Governmental activities*, which normally are supported by taxes and intergovernmental revenues, are reported separately from *business-type activities*, which rely to a significant extent on fees and charges for support.

These statements are presented on an "economic resources" measurement focus and the accrual basis of accounting. Accordingly, all of the City's assets, deferred outflows of resources, liabilities, deferred inflows of resources, are included in the accompanying *Statement of Net Position*. The *Statement of Activities* presents changes in net position. Under the accrual basis of accounting, revenues are recognized in the period in which they are earned while expenses are recognized in the period in which the liability is incurred. The Statement of Activities demonstrates the degree to which the direct expenses of a given function or segment is offset by program revenues. *Direct expenses* are those clearly identifiable with a specific function or segment. Certain types of transactions are reported as program revenues for the City in three categories:

- Charges for services
- Operating grants and contributions
- Capital grants and contributions

Separate financial statements are provided for governmental funds, proprietary funds, and fiduciary funds, even though the fiduciary funds are excluded from the government-wide financial statements. Major individual governmental funds and major individual enterprise funds are reported as separate columns in the fund financial statements. Certain eliminations have been made as prescribed by GASB Statement No. 34 for interfund activities, payables, and receivables. All internal balances in the Statement of Net Position have been eliminated except those representing balances between the governmental activities and the business-type activities, which are presented as internal balances and eliminated in the total primary government column. In the Statement of Activities, interfund transactions have been eliminated; however, those transactions between governmental and business-type activities have not been eliminated.

Governmental Fund Financial Statements

Governmental fund financial statements include a *Balance Sheet* and a *Statement of Revenues, Expenditures and Changes in Fund Balances* for all major governmental funds and non-major funds aggregated. An accompanying schedule is presented to reconcile and explain the differences in net position as presented in these statements to the net position presented in the government-wide financial statements. The City has presented all major funds that met the applicable criteria.

All governmental funds are accounted for on a spending or "current financial resources" measurement focus and the modified accrual basis of accounting. Accordingly, only current assets, deferred outflows of resources, current liabilities, and deferred inflows of resources are included on the balance sheets. The *Statement of Revenues, Expenditures and Changes in Fund Balances* present increases (revenues and other financing sources) and decreases (expenditures and other financing uses) in net current assets.

Under the modified accrual basis of accounting, revenues are recognized in the accounting period in which they become both measurable and available to finance expenditures of the current period. Accordingly, revenues are recorded when received in cash, except that revenues subject to accrual (up to

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

60 days after year-end) are recognized when due. The primary revenue sources, which have been treated as susceptible to accrual by the City, are property taxes, taxpayer-assessed tax revenues (sales taxes, transient occupancy taxes, etc.), licenses, grant revenues and earnings on investments. Expenditures are recorded in the accounting period in which the related fund liability is incurred.

Unearned revenues arise when potential revenues do not meet both the "measurable" and "available" criteria for recognition in the current period. Unearned revenues also arise when the government receives resources before it has a legal claim to them, as when grant monies are received prior to incurring qualifying expenditures. In subsequent periods when both revenue recognition criteria are met or when the government has a legal claim to the resources, the unearned revenue is removed from the combined balance sheet and revenue is recognized.

The City reports the following funds as major funds:

General Fund

The General Fund is the City's primary operating fund. This is the City's primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund. For the City, the general fund includes such activities such as public safety, public ways and facilities, parks and recreation services, and economic development services.

08-Home-4987 Fund

The 08-Home-4987 Fund is a special revenue fund used to account for the activities of the U.S. Department of Housing and Urban Development HOME Investment Partnerships Grant.

Block Grant Fund

The Block Grant Fund is a Community Development Block Grant (CDBG) Revolving Loan program and Economic Development Block Grant (EDBG) Program. The City participates in this federally funded program that is utilized to fund housing activities, community facilities and public service projects serving lower income private parties and businesses. Eligible activities include funding housing activities (single/multi-family) rehabilitation, rental housing acquisition, homeownership assistance, or new construction. Interest may vary depending on the loan terms and interest may be deferred until the related property is refinanced or sold. The repayment of the loans results in program income, which is deposited into the Housing Rehabilitation Revolving Loan Fund (RLF) program for public benefit projects, general administration, and program delivery functions (preapproved ratios to the funds loaned).

Grant Related Fund

The Grant Related Fund is used to account for various restricted grants, mostly from the State of California (transportation, planning, and COPS grants).

Additionally, the City reports the following nonmajor fund types of governmental funds:

Special Revenue Funds

Special revenue funds account for and report the proceeds of specific revenue sources that are restricted, committed or assigned to specific purposes other than debt service or capital projects.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

Proprietary Funds

In the fund financial statements, proprietary funds are presented using the accrual basis of accounting. Revenues are recognized when they are earned and expenses are recognized when the related goods or services are delivered. In the fund financial statements, proprietary funds are presented using the “economic resources measurement focus”. This means all assets, deferred outflows of resources, liabilities (whether current or noncurrent) and deferred inflows of resources associated with their activities are included on their balance sheets. Proprietary fund-type operating statements present increases (revenues) and decreases (expenses) in total net position.

Proprietary fund operating revenues, such as charges for services, result from exchange transactions associated with principal activity of the fund. Exchange transactions are those in which each party receives and gives up essentially equal value. Non-operating revenues, such as subsidies, taxes, and investment earnings result from nonexchange transactions or ancillary activities. Amounts paid to acquire capital assets are capitalized as assets in the proprietary fund financial statements.

The City has the following enterprise funds that have been reported as major:

Electric Fund

The electric fund is used to account for the activities of the City's electric generation and distribution operations.

Water Fund

The water fund is used to account for the activities of the City's water treatment and distribution operations.

Sewer Fund

The sewer fund is used to account for the activities of the City's sewage collection and treatment operations.

Fiduciary Funds

The City reports the following fiduciary funds:

Private Purpose Trust Funds

These funds include the Main Trust and Successor Agency. The Main Trust Fund is used to account for trust arrangements where the balances and activity benefit individuals and organizations other than the City. The Successor Agency fund was created as a result of the State order to dissolve California Redevelopment Agencies. As the Successor Agency, this fund is used to track the activity by the Oversight Board and the Department of Finance to dissolve the Agency.

Custodial Funds

The City administers two custodial funds, the Gridley Bid fund and the Hospital JPA Administration fund.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

C. Cash and Investments

The City pools the cash of all funds, except for monies deposited with fiscal agents in accordance with related bond indentures. The cash and investments balance in each fund represents that fund's equity share of the City's cash and investment pool. As the City places no restrictions on the deposit or withdrawal of a particular fund's equity in the pool, the pool operates like a demand deposit account for the participating funds.

Interest income earned on pooled cash and investments is allocated monthly to the various funds based on month-end balances and is adjusted at fiscal year-end. Interest income on restricted cash and investments with fiscal agents is credited directly to the related fund.

The City's investments are carried at fair value. The fair value of equity and debt securities is determined based on sales prices or bid-and-asked quotations from SEC-registered securities exchanges or NASDAQ dealers. LAIF determines the fair value of their portfolio quarterly and reports a factor to the City; the City applies that factor to convert its share of LAIF from amortized cost to fair value. This amount is included in cash and cash equivalents in the balance sheet of the governmental funds. Changes in fair value are allocated to each participating fund.

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction. In determining this amount, three valuation techniques are available:

- Market approach - This approach uses prices generated for identical or similar assets or liabilities. The most common example is an investment in a public security traded in an active exchange such as the NYSE.
- Cost approach - This technique determines the amount required to replace the current asset. This approach may be ideal for valuing donations of capital assets or historical treasures.
- Income approach - This approach converts future amounts (such as cash flows) into a current discounted amount.

Each of these valuation techniques requires inputs to calculate a fair value. Observable inputs have been maximized in fair value measures, and unobservable inputs have been minimized.

For purposes of the statement of cash flows, the City has defined cash and cash equivalents to be change and petty cash funds, equity in the City's cash and investment pool, and restricted non-pooled investments with initial maturities of three months or less.

D. Restricted Cash and Investments

Certain restricted cash and investments are held by fiscal agents for the redemption of bonded debt and to meet bond indenture debt reserve requirements.

E. Interfund Receivables and Payables

Activity between funds that are representative of lending/borrowing arrangements outstanding at the end of the fiscal year are referred to as either "due to/from other funds" (i.e., the current portion of interfund loans) or "advances to/from other funds" (i.e., the non-current portion of interfund loans). All other outstanding balances between funds are reported as "due to/from other funds." Any residual balances

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

outstanding between the governmental activities and business-type activities are reported in the government-wide financial statements as “internal balances.”

Advances between funds, as reported in the fund financial statements, are offset by a fund balance reserve account in applicable government funds to indicate that they are not available for appropriation and are not expendable available financial resources.

F. Receivables

In the government-wide statements, receivables consist of all revenues earned at year-end and not yet received. Receivables are recorded in the financial statements net of any allowance for doubtful accounts if applicable, and estimated refunds due. Major receivable balances for the governmental activities include sales and use taxes, franchise taxes, grants, police fines and other fees. Federal and state grants are considered receivable and accrued as revenue when reimbursable costs are incurred. Business-type activities report utilities and interest earnings as their major receivables.

In the fund financial statements, material receivables in governmental funds include revenue accruals such as sales tax, franchise tax, and grants and other similar intergovernmental revenues since they are usually both measurable and available. Nonexchange transactions collectible but not available are recorded as deferred inflows of resources in the fund financial statements in accordance with modified accrual, but not deferred in the government-wide financial statements in accordance with the accrual basis. Interest and investment earnings are recorded when earned only if paid within 60 days since they would be considered both measurable and available. Long-term loans in governmental funds are treated as expenditures in the year advanced and as revenues in the year repayment is measurable and available. Loans receivable are recorded in the fund statements, but are recorded as deferred inflows of resources to indicate they do not represent current financial resources. Proprietary fund receivables consist of all revenues earned at year-end and not yet received. Utility accounts receivable and interest earnings compose the majority of proprietary fund receivables.

G. Lease Receivables

When applicable, the City’s lease receivables are measured at the present value of lease payments expected to be received during the lease term. A deferred inflow of resources is recorded for the lease. The deferred inflow of resources is recorded at the initiation of the lease in an amount equal to the initial recording of the lease receivable plus incentive payments received. The deferred inflow of resources is amortized on a straight-line basis over the term of the lease.

H. Prepaid Expenses and Inventory

Inventories are stated at cost (average cost per unit) for governmental and proprietary funds. The cost is recorded as an expenditure/expense in the funds at the time individual inventory items are consumed, rather than purchased. Inventories of governmental funds are offset by nonspendable fund balance to indicate they do not constitute resources available for future appropriation.

Prepaid items are also recognized under the consumption method. Payments to vendors that reflect costs applicable to future accounting periods are recorded as prepaid items in both government-wide and fund financial statements.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

I. Capital Assets

In the government-wide financial statements, infrastructure with an aggregate cost of \$25,000 or more and land, buildings, machinery, vehicles, and equipment with a cost of \$5,000 or more and a useful life of two years are capitalized. All capital assets are valued at historical cost, or estimated historical cost if actual is unavailable, except for donated capital assets which are recorded at their acquisition value at the date of donation. The cost of normal maintenance and repairs that do not add to the value of the asset or materially extend the asset lives are not capitalized. Improvements are capitalized and depreciated over the remaining useful lives of the related capital assets, as applicable.

The purpose of depreciation is to spread the cost of capital assets equitably among all users over the life of these assets. The amount charged to depreciation expense each year represents that year's pro rata share of the cost of capital assets. Major outlays for capital assets and improvements are capitalized as projects are constructed.

Intangible right-to-use assets are amortized over the shorter of the lease term or the useful life of the underlying asset, unless the lease contains a purchase option that the City has determined is reasonably certain of being exercised, then the lease asset is amortized over the useful life of the underlying asset. Intangible right-to-use subscription assets are amortized over the shorter of the subscription term or the useful life of the underlying asset.

Depreciation and amortization is provided using the straight-line method whereby the cost of the asset is divided by its expected useful life in years and the result is charged to expense each year until the asset is fully depreciated or amortized.

The range of estimated useful lives by type of asset is as follows:

Infrastructure and buildings	20 - 50 years
Improvements	10 - 30 years
Equipment and vehicles	3 - 20 years

In the fund financial statements, capital assets used in governmental fund operations are accounted for as capital outlay expenditures of the governmental fund upon acquisition. Capital assets used in proprietary fund operations are accounted for the same as in the government-wide statements.

J. Deferred Outflows/Deferred Inflows

In addition to assets, the statement of financial position or balance sheet will sometimes report a separate section for deferred outflows of resources. This separate financial statement element, *deferred outflows of resources*, represents a consumption of net assets or fund balance that applies to a future period(s) and so will not be recognized as an outflow of resources (expense/expenditure) until then.

In addition to liabilities, the statement of financial position or balance sheet will sometimes report a separate section for deferred inflows of resources. This separate financial statement element, *deferred inflows of resources*, represents an acquisition of net assets or fund balance that applies to a future period(s) and so will *not* be recognized as an inflow of resources (revenue) until that time.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

K. Compensated Absences

Compensated absences comprise unused vacation leave and compensatory time off, which are accrued as earned. Employees may accumulate sick leave without limits. The City's liability for compensated absences is recorded in the government-wide Statement of Net Position for governmental funds and the Statement of Net Position for proprietary funds as appropriate. A liability is calculated for all the costs of compensated absences based upon benefits earned by employees in the current period for which there is a probability of payment at termination.

Accumulated unpaid vacation and sick pay are accrued when earned. In addition, those employees who have reached the age of retirement may cash out sick leave upon retirement. The liability has been calculated using the vesting method, in which leave amounts for both employees who currently are eligible to receive termination payments and other employees who are expected to become eligible in the future to receive such payments upon termination are included. In December of each year, management personnel are allowed to convert unused sick leave earned within the previous twelve months, in excess of nine days, to vacation. The general fund and enterprise funds are used to liquidate compensated absences.

L. Long-Term Liabilities

In the government-wide financial statements and proprietary fund statements, long-term debt and other long-term obligations are reported as liabilities in the applicable governmental or business-type activities. Bond premiums and discounts are deferred and amortized over the life of the bonds using the straight-line method. Bonds payable are reported net of the applicable bond premium or discount. Debt issuance costs are expensed in year incurred.

In the fund financial statements, governmental fund types recognize bond premiums and discounts, as well as bond issuance costs, during the current period. The face amount of debt issued is reported as other financial sources. Premiums received on debt issuance are reported as other financing sources while discounts on debt issuance reported as other financing uses. Issuance costs, whether or not withheld from the actual debt proceeds received, are reported as debt service expenditures.

M. Pensions

For purposes of measuring the net pension liability and deferred outflows/inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the City's California Public Employees' Retirement System (CalPERS) plans (the Plans) and additions to/deductions from the Plans' fiduciary net position have been determined on the same basis as they are reported by CalPERS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

N. Other Postemployment Benefits (OPEB)

For purposes of measuring the total OPEB liability, deferred outflows of resources, and deferred inflows of resources related to the City's other postemployment benefits, OPEB expense information of the City's OPEB plan have been determined based on information provided in an actuarial study. The City recognizes benefit payments when due and payable in accordance with the benefit terms in the fund statements. Generally accepted accounting principles require that the reported results must pertain to

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

liability and asset information within certain defined timeframes. For this report, the following timeframes are used:

Valuation Date	July 1, 2023
Measurement Date	June 30, 2025
Measurement Period	July 31, 2024 to June 30, 2025

O. Fund Balances

In accordance with Government Accounting Standards Board 54, *Fund Balance Reporting and Governmental Fund Type Definitions*, the City classifies governmental fund balances as follows:

Nonspendable

Nonspendable fund balance represents balances set aside to indicate items that do not represent available, spendable resources even though they are a component of assets. Fund balances required to be maintained intact, such as Permanent Funds, and assets not expected to be converted to cash, such as prepaids, notes receivable, and land held for redevelopment are included. However, if proceeds realized from the sale or collection of nonspendable assets are restricted, committed, or assigned, then Nonspendable amounts are required to be presented as a component of the applicable category.

Restricted

Restricted fund balances have external restrictions imposed by creditors, grantors, contributors, laws, regulations, or enabling legislation which requires the resources to be used only for specific purpose. Encumbrances and nonspendable amounts subject to restrictions are included along with spendable resources.

Committed

Committed fund balances have constraints imposed by passage of a Resolution of the City Council which may be altered only by Resolution of the City Council. Encumbrances and nonspendable amounts subject to Council commitments are included along with spendable resources. The City considers Resolutions to be the highest level of action that can be taken by Council that constitutes the most binding constraint.

Assigned

Assigned fund balances are amounts constrained by the City's intent to be used for a specific purpose, but are neither restricted nor committed. Intent is expressed by the City Council or its designee and may be changed at the discretion of the City Council or its designee. The City Council has delegated the authority to make assignments of fund balance to the City Administrator.

Unassigned

Unassigned fund balance represents residual amounts that have not been restricted, committed, or assigned. This includes the residual general fund balance and residual fund deficits, if any, of other governmental funds.

Flow Assumption / Spending Order Policy

When expenditures are incurred for purposes for which both restricted and unrestricted fund balance is available, the City considers restricted funds to be spent first. When expenditures are incurred for which committed, assigned, or unassigned fund balances are available, the City considers amounts to be spent first out of committed funds, then assigned funds, and finally unassigned funds, as needed, unless the City Council has directed otherwise.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

P. Net Position

In the government-wide financial statements, net position is classified in the following categories:

Net Investment in Capital Assets

This amount consists of capital assets net of accumulated depreciation and reduced by outstanding debt that are attributed to the acquisition, construction, or improvement of the assets. In addition, deferred outflows of resources and deferred inflows of resources that are attributable to the acquisition, construction, or improvement of those assets or related debt also are included in the net investment in capital assets component of net position.

Restricted Net Position

This amount is restricted by external creditors, grantors, contributors, or laws or regulations of other governments.

Unrestricted Net Position

This amount is all net position that does not meet the definition of "net investment in capital assets" or "restricted net position."

The detail of amounts reported for each of the above defined net position categories is reported in the government-wide Statement of Net Position.

Use of Restricted/Unrestricted Net Position

When an expense is incurred for purposes for which both restricted and unrestricted net position are available, the City's policy is to apply restricted net position first.

Q. Interfund Transactions

Interfund services provided and used are accounted for as revenue, expenditures or expenses, as appropriate. Transactions that constitute reimbursements to a fund for expenditures/expenses initially made from it that are properly applicable to another fund are recorded as expenditures/expenses in the reimbursed fund. All other interfund transactions, except for interfund services provided and used and reimbursements, are reported as transfers. Nonrecurring or nonroutine permanent transfers of equity are reported as residual equity transfers. All other interfund transfers are reported as transfers.

R. Property Taxes and Special Assessments

The County of Butte levies, bills, and collects property taxes and special assessments for the City. Property taxes levied are recorded as revenue when received, in the fiscal year of levy, due to the adoption of the "alternate method of property tax distribution", known as the Teeter Plan, by the City and the County of Butte. The Teeter Plan authorizes the Auditor/Controller of the County of Butte to allocate 100% of the secured property taxes billed, but not yet paid.

The County of Butte remits tax monies to the City in three installments as follows: 50% remitted in December; 45% remitted in April; 5% remitted in June.

Tax collections are the responsibility of the County Tax Collector. Taxes and assessments on secured and utility rolls which constitute a lien against the property, may be paid in two installments; the first is due November 1 of the fiscal year and is delinquent if not paid by December 10; and the second is due on

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

March 1 of the fiscal year and is delinquent if not paid by April 10. Unsecured personal property taxes do not constitute a lien against real property unless the tax becomes delinquent. Payment must be made in one installment, which is delinquent if not paid by August 31 of the fiscal year. Significant penalties are imposed by the County for late payment.

Property valuations are established by the Assessor of the County of Butte for the secured and unsecured property tax rolls. Under the provisions of Article XIII A of the State Constitution, properties are assessed at 100% of purchase price or value in 1978 whichever is later. From this base assessment, subsequent annual increases in valuation are limited to a maximum of 2 percent. However, increases to full value are allowed for property improvements or upon change in ownership. Personal property is excluded from these limitations and is subject to annual reappraisal.

Tax levy dates are attached annually on January 1 preceding the fiscal year for which the taxes are levied. The fiscal year begins July 1 and ends June 30 of the following year. Taxes are levied on both real and unsecured personal property, as it exists at that time. Liens against real estate, as well as the tax on personal property, are not relieved by subsequent renewal or change in ownership.

S. Budgetary Information

The City Council establishes budgets for all governmental funds on a basis consistent with Generally Accepted Accounting Principles, with the exception of capital projects which are budgeted on a project length basis. Appropriations, except open project appropriations and unexpended grant appropriations, lapse at the end of each fiscal year. The budgetary data is prepared on the modified accrual basis consistent with the related "actual" amounts.

Department heads submit a proposed budget to the City Administrator. The City Administrator submits a proposed budget to the City Council for the following year beginning July 1. The preliminary budget may or may not be amended by the City Council after public hearings are held and is adopted by City Council resolution prior to July 1 in accordance with the municipal code.

The City Council may amend the budget by motion during the fiscal year. The City Administrator is authorized to transfer budgeted amounts within an object or purpose within any department. However, the City Council must approve revisions that alter the total expenditures of any department. Budgetary control is legally maintained at the fund level.

Expenditures may not legally exceed appropriations at the fund level, which is the legal level of control. Supplemental appropriations, which increase appropriations, may be made during the fiscal year. All budget amounts presented in the accompanying financial statements have been adjusted for legally authorized revisions of the annual budgets during the year. Amounts represent the original budgeted amounts and all supplemental appropriations.

T. Use of Estimates

The preparation of basic financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

U. Implemented New Accounting Pronouncements

GASB Statement No. 101, *Compensated Absences*

This Statement requires that liabilities for compensated absences be recognized for (1) leave that has not been used and (2) leave that has been used but not yet paid in cash or settled through noncash means. A liability should be recognized for leave that has not been used if (a) the leave is attributable to services already rendered, (b) the leave accumulates, and (c) the leave is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. Leave is attributable to services already rendered when an employee has performed the services required to earn the leave. Leave that accumulates is carried forward from the reporting period in which it is earned to a future reporting period during which it may be used for time off or otherwise paid or settled. In estimating the leave that is more likely than not to be used or otherwise paid or settled, a government should consider relevant factors such as employment policies related to compensated absences and historical information about the use or payment of compensated absences. However, leave that is more likely than not to be settled through conversion to defined benefit postemployment benefits should not be included in a liability for compensated absences.

This Statement requires that a liability for certain types of compensated absences - including parental leave, military leave, and jury duty leave—not be recognized until the leave commences. This Statement also requires that a liability for specific types of compensated absences not be recognized until the leave is used. A liability for leave that has been used but not yet paid or settled should be measured at the amount of the cash payment or noncash settlement to be made. Certain salary-related payments that are directly and incrementally associated with payments for leave also should be included in the measurement of the liabilities. The implementation of this standard did not have a material impact on the City’s financial statements.

GASB Statement No. 102, *Certain Risk Disclosures*

This Statement requires a government to assess whether a concentration or constraint makes the primary government reporting unit or other reporting units that report a liability for revenue debt vulnerable to the risk of a substantial impact. Additionally, this Statement requires a government to assess whether an event or events associated with a concentration or constraint that could cause the substantial impact have occurred, have begun to occur, or are more likely than not to begin to occur within 12 months of the date the financial statements are issued.

If a government determines that those criteria for disclosure have been met for a concentration or constraint, it should disclose information in notes to financial statements in sufficient detail to enable users of financial statements to understand the nature of the circumstances disclosed and the government’s vulnerability to the risk of a substantial impact. The disclosure should include descriptions for (1) the concentration or constraint (2) each event associated with the concentration or constraint that could cause a substantial impact if the event had occurred or had begun to occur prior to the issuance of the financial statements (3) actions taken by the government prior to the issuance of the financial statements to mitigate the risk.

The implementation of this standard did not have a material impact on the City’s financial statements and management determined there were no concentrations or constraints that make the City vulnerable to the risk of substantial impact.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

V. Upcoming New Accounting Pronouncements

The City is currently analyzing its accounting practices to identify the potential impact on the financial statements of the following GASB Statements:

GASB Statement No. 103, Financial Reporting Model Improvements

This Statement is to improve key components of the financial reporting model to enhance its effectiveness in providing information that is essential for decision making and assessing a government's accountability. This Statement establishes new accounting and financial reporting requirements or modifies existing requirements related to (a) Management's discussion and analysis (MD&A) (b) Unusual or infrequent items (c) Presentation of the proprietary fund statement of revenues, expenses, and changes in fund net position (d) Information about major component units in basic financial statements (5) Budgetary comparison information (6) Financial trend information in the statistical section. The requirements of this Statement are effective for fiscal years beginning after June 15, 2025, and all reporting periods thereafter.

GASB Statement No. 104, Disclosure of Certain Capital Assets

This Statement requires certain types of capital assets to be disclosed separately in the capital assets note disclosures required by Statement 34. Lease assets recognized in accordance with Statement No. 87, Leases, and intangible right-to-use assets recognized in accordance with Statement No. 94, Public-Private and Public-Public Partnerships and Availability Payment Arrangements, should be disclosed separately by major class of underlying asset in the capital as-sets note disclosures. Subscription assets recognized in accordance with Statement No. 96, Subscription-Based Information Technology Arrangements, also should be separately disclosed. In addition, this Statement requires intangible assets other than those three types to be disclosed separately by major class.

This Statement also requires additional disclosures for capital assets held for sale. A capital asset is a capital asset held for sale if (a) the government has decided to pursue the sale of the capital asset and (b) it is probable that the sale will be finalized within one year of the financial statement date. Governments should consider relevant factors to evaluate the likelihood of the capital asset being sold within the established time frame. This Statement requires that capital assets held for sale be evaluated each reporting period. Governments should disclose (1) the ending balance of capital assets held for sale, with separate disclosure for historical cost and accumulated depreciation by major class of asset, and (2) the carrying amount of debt for which the capital assets held for sale are pledged as collateral for each major class of asset. The requirements of this Statement are effective for fiscal years beginning after June 15, 2025, and all reporting periods thereafter.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

NOTE 2 - CASH AND INVESTMENTS

As of June 30, 2025, cash and investments were reported in the financial statements as follows:

	Government Wide Statement of Net Position		Fiduciary Funds Statement of Net Position	Total
	Governmental Activities	Business-Type Activities		
Cash and investments	\$ 11,012,131	\$ 8,630,806	\$ 1,347,485	\$ 20,990,422
Restricted cash and investments	-	-	16,366	16,366
Total cash and investments	\$ 11,012,131	\$ 8,630,806	\$ 1,363,851	\$ 21,006,788

Cash and investments consisted of the following as of June 30, 2025:

Deposits:	
Cash on hand	\$ 1,060
Cash in banks	<u>6,935,755</u>
Total deposits	<u>6,936,815</u>
Investments:	
Local Agency Investment Fund	3,330,144
Brokers	<u>10,723,463</u>
Total investments	<u>14,053,607</u>
Restricted cash and investments:	
California Asset Management Program (CAMP)	<u>16,366</u>
Total cash and investments	\$ 21,006,788

A. Cash Deposits

The California Government Code requires California banks and savings and loan associations to secure the City's cash deposits by pledging securities as collateral. This Code states that collateral pledged in this manner shall have the effect of perfecting a security interest and places the City ahead of general creditors of the institution. The market value of pledged securities must equal at least 110 percent of the City's cash deposits. California law also allows institutions to secure City deposits by pledging first trust deed mortgage notes that have a value of 150 percent of the City's total cash deposits. The City has waived the collateral requirements for cash deposits which are fully insured to \$250,000 by the Federal Deposit Insurance Corporation (FDIC).

The bank balances before reconciling items totaled \$7,062,510 at June 30, 2025 and were different from carrying amounts due to deposits in transit and outstanding checks. The amount uninsured was \$6,812,510, which was collateralized by securities held by pledging financial institutions. The City follows the practice of pooling cash and investments of all funds, except for funds required to be held by fiscal agents under the provisions of bond indentures. Interest income earned on pooled cash and investments is allocated to the various funds based on the period-end cash and investment balances. Interest income from cash and investments with fiscal agents is credited directly to the *related fund*.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

B. Fair Value Measurements

GASB 72 established a hierarchy of inputs to the valuation techniques with three levels:

- Level 1 inputs are quoted prices in active markets for identical assets or liabilities.
- Level 2 inputs are quoted market prices for similar assets or liabilities, quoted prices for identical or similar assets or liabilities in markets that are not active, or other than quoted prices that are not observable
- Level 3 inputs are unobservable inputs, such as a property valuation or an appraisal.

C. Investment Policy

Under the terms of certain debt issuances, the City must maintain required amounts of cash and investments with trustees or fiscal agents. These funds are unexpended bond proceeds or are pledged as reserves to be used if the City fails to meet its obligations under these debt issues. The California Government Code requires these funds to be invested in accordance with City ordinance, bond indentures or State statute. The table below identifies the investment types that are authorized for investments with fiscal agents. The bond indentures contain no limitations for the maximum investment in any one issuer or the maximum percentage of the portfolio that may be invested in any one investment type.

The table also identifies certain provisions of these debt agreements:

Authorized Investment Type	Maximum Maturity	Maximum Percentage of Portfolio	Maximum Investment in Anyone Issuer
Local Agency Bonds	None	None	None
U.S. Treasury Obligations	None	None	None
U.S. Agency Securities	None	None	None
Banker's Acceptances	365 days	None	None
Commercial Paper	270 days	None	None
Federal Funds	365 days	None	None
Unsecured Certificates of Deposit	365 days	None	None
Time Deposits	365 days	None	None
Cash Sweep Accounts	None	None	None
Money Market Mutual Funds	N/A	None	None
Mortgage-backed securities	None	None	None
Local Agency Investment Fund (LAIF)	N/A	None	\$75 million/account

The City's portfolio value fluctuates in an inverse relationship to any change in interest rate. Accordingly, if interest rates rise, the portfolio value will decline. If interest rates fall, the portfolio value will rise. The portfolio for year-end reporting purposes is treated as if it were all sold. Therefore, fund balance must reflect the portfolio's change in value. These portfolio value changes are unrealized unless sold. Generally the City's practice is to buy and hold investments until maturity dates. Consequently, the City's investments are carried at fair value.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

Under the provisions of the City's investment policy, and in accordance with California Government Code, the following investments are authorized:

Authorized Investment Type	Maximum Maturity	Maximum Percentage of Portfolio	Maximum Investment in Anyone Issuer
Local Agency Bonds	5 years	None	10%
U.S. Treasury Obligations	5 years	None	None
State Obligations - CA And Others	5 years	None	None
CA Local Agency Obligations	5 years	None	None
U.S. Agency Obligations	5 years	None	None
Banker's Acceptances	180 days	40%	30%
Commercial Paper - Select Agencies	270 days	25%	10%
Commercial Paper - Other Agencies	270 days	40%	10%
Negotiable Certificates of Deposit	5 years	30%	30%
CD Placement Service	5 years	30%	30%
Repurchase Agreements	1 year	None	10%
Reverse Repurchase Agreements and Securities			
Lending Agreements	92 days	20%	10%
Medium-Term Notes	5 years	30%	10%
Mutual Funds	N/A	20%	10%
Money Market Mutual Funds	N/A	20%	10%
Collateralized Bank Deposits	5 years	None	None
Mortgage Pass-Through Securities	5 years	20%	None
Bank/Time Deposits	5 years	None	None
County Pooled Investment Funds	N/A	None	None
JPA Pools (other investment pools)	N/A	None	None
Local Agency Investment Fund (LAIF)	N/A	None	\$75 million/account
Voluntary Investment Program Fund	N/A	None	None

D. External Investment Pool

The City's investments with LAIF at June 30, 2025, include a portion of the pool funds invested in Structured Notes and Asset-Backed Securities. These investments include the following:

Structured Notes

These are debt securities (other than asset-backed securities) whose cash flow characteristics (coupon rate, redemption amount, or stated maturity) depend upon one or more indices and/or that have embedded forwards or options.

Asset-Backed Securities

The bulk of asset-backed securities are mortgage-backed securities, entitle their purchasers to receive a share of the cash flows from a pool of assets such as principal and interest repayments from a pool of mortgages (such as CMO's) or credit card receivables. LAIF is overseen by the Local Agency Investment Advisory Board, which consists of five members, in accordance with State statute. The approved investments policy is listed on the LAIF website, located at <http://www.treasurer.ca.gov/pmia-laif/>.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

E. Allocation of Interest Income Among Funds

Interest income from pooled investments is allocated to those funds which are required by law or administrative action to receive interest. Interest is allocated monthly based on the ending cash balances of the previous month in each fund receiving interest.

F. Risk Disclosures

Interest Rate Risk

Interest rate risk is the risk that changes in market interest rates will adversely affect the fair value of an investment. Generally, the longer the term of an investment's maturity, the greater the sensitivity to changes in market interest rates. One of the ways that the City's interest rate risk is mitigated is by purchasing a combination of shorter term and longer-term investments and by timing cash flows from maturities so that a portion of the portfolio is maturing or coming close to maturity evenly over time as necessary to provide the cash flow and liquidity needed for operations.

Credit Risk

Generally, credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of an investment. This is measured by the assignment of a rating by a nationally recognized statistical rating organization. As of June 30, 2025, the City's investments were in compliance with the ratings required by the City's investment policy and Government Code.

Concentrations of Credit Risk

The investment policy of the City contains no limitations on the amount that can be invested in any one issuer beyond that stipulated by the California Government Code. As of June 30, 2025, the City had no investments in any one issuer (other than U.S. Treasury obligations, bonds, and the external investment pools) that represented 5% or more of the total City investments.

Custodial Credit Risk

For an investment, custodial credit risk is the risk that, in the event of the failure of the counterparty, the City will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. The California Government Code and the City's investment policy do not contain legal or policy requirements that would limit the exposure to custodial credit risk for investments. With respect to investments, custodial credit risk generally applies only to direct investments in marketable securities. Custodial credit risk does not apply to a local government's indirect investment in securities through the use of mutual funds or government investment pools (such as LAIF).

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

As of June 30, 2025, the City had the following investments:

Investment Type	Maturity		Fair Value	Concentrations	Rating	Fair Value Input Levels
	12 Months or Less	1-5 years				
Local Agency Investment Fund	\$ 3,330,144	\$ -	\$ 3,334,135	23.5%	n/a	n/a
Brokers:						
Money Market Funds	75,122	-	75,122	0.5%	AAA	Level 2
Commerical Paper	492,664	-	492,664	3.5%	A-1	Level 2
US Treasuries	350,076	3,980,873	4,392,596	31.0%	AA+	Level 1
US Agencies	-	752,813	758,918	5.4%	AA+	Level 1
MBS	-	761,514	767,523	5.4%	AA+	Level 3
Negotiable CD's	-	421,782	421,782	3.0%	n/a	Level 3
Municipal Bonds	172,789	855,946	1,035,338	7.3%	AA-	Level 2
Asset-Backed Securities	-	1,120,980	1,124,354	7.9%	AAA	Level 2
Coporate Bonds	124,733	1,614,171	1,758,285	12.4%	AA	Level 2
Total Investments	\$ 4,545,528	\$ 9,508,079	\$ 14,160,717			

NOTE 3 - LOANS RECEIVABLE

The following is a summary of loans receivable at year end:

Loans Receivable	Balance			Balance June 30, 2025
	July 01, 2024	Additions	Retirements	
Governmental Funds:				
Home Program	\$ 8,844,420	\$ -	\$ -	\$ 8,844,420
CDBG Program	2,279,378		67,816	2,211,562
Total Governmental Funds	11,123,798	-	67,816	11,055,982
Fiduciary Funds:				
Construction Loan	678,000	-	-	678,000
Less: Allowance for Uncollectible Loans	(678,000)	-	-	(678,000)
Total Loans Receivable	\$ 11,123,798	\$ -	\$ 67,816	\$ 11,055,982

Governmental Funds

The City participates in the Home Investment Partnerships (HOME) program, the Community Development Block Grant (CDBG) Revolving Loan program and the CalHome program. Under these programs, grants or loans are provided under favorable terms to homeowners, developers, or businesses who agree to spend these funds in accordance with the City's terms.

The balance of the loans receivable have been offset in the governmental fund financial statements by deferred inflows of resources as they are not deemed measurable and available within sixty days. In the government-wide financial statements, the loans are not offset in accordance with the accrual basis of accounting.

Fiduciary Funds

The former RDA assisted Gridley Pacific Associates with its acquisition and development of the Washington Court Apartments Affordable Housing Project by providing \$678,000 in the form of cash in return for a note bearing simple interest at a rate of 3% per year, secured by a deed of trust on the Project. The former RDA had several programs under which it extended loans to qualifying individuals or groups for the purpose of improving the City's housing stock and/or its supply of low-and-moderate income

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

housing. The remaining loan, issued to the Washington Court Apartments, has a forgiveness clause if the developer complies with all the terms of the loan over its full term. The former RDA had provided an allowance of 100% for the note receivable subject to the forgiveness provision of this loan. Per long-term monitoring reviews, all terms have been met by the developer for the loan as of June 30, 2025.

NOTE 4 - LEASES RECEIVABLE

Leases receivable for governmental activities consisted of the following as of June 30, 2025:

	Township 18 North, Range 3 East 13.62 Acres	Township 18 North, Range 3 East 12.17 Acres	Total
Inception	11/17/2011	12/29/2010	
End	11/16/2036	12/28/2035	
Interest Rate	1.51%	1.47%	
Annual Payment	\$ 15,000	\$ 15,000	
Leases Receivable:			
Beginning	\$ 169,714	\$ 157,617	\$ 327,331
Additions	-	-	-
Deletions	(12,520)	(12,780)	(25,300)
Ending	<u>157,194</u>	<u>144,837</u>	<u>302,031</u>
Deferred Inflows of Resources:			
Beginning	166,150	154,531	320,681
Additions	-	-	-
Deletions	(13,423)	(13,444)	(26,867)
Ending	<u>152,727</u>	<u>141,087</u>	<u>293,814</u>
Net Book Value	<u>\$ 4,467</u>	<u>\$ 3,750</u>	<u>\$ 8,217</u>

The following summarizes future collections for governmental activities leases receivable:

Year Ending June 30	Principal	Interest
2026	\$ 25,679	\$ 4,321
2027	26,064	3,936
2028	26,449	3,551
2029	26,850	3,150
2030	27,252	2,748
2031-2035	142,500	7,500
2036-2040	27,237	262
Total	<u>\$ 302,031</u>	<u>\$ 25,468</u>

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

NOTE 5 - INTERFUND TRANSACTIONS

Advances To and From Funds

Amounts due to or due from other funds reflect inter-fund balances for services rendered or short-term loans expected to be repaid in the next fiscal year. Advances to or from other funds are long-term loans between funds that are to be repaid in their entirety over several years.

Pursuant to Resolution No. 2003.RDA-05, the former Redevelopment Agency agreed to reimburse the City of Gridley for infrastructure improvements within the Agency's industrial park for up to \$250,000. No interest accrues for the amount due to the City.

The Successor Agency agreed to reimburse the City's General Fund for the formation of the RDA in the amount of \$176,868. Repayment is made as funds are available. No interest accrues for the amount due to the City.

As of June 30, 2025, advances to the Successor Agency fund consisted of the following:

Fund	Advances to Other Funds	Advances from Other Funds
General Fund	\$ 76,868	\$ -
Block Grant Fund	250,000	-
Successor Agency Private Purpose Trust Fund	-	326,868
Total Advances	\$ 326,868	\$ 326,868

Inter-fund Receivables and Payables

As of the end of the fiscal year, balances are owed between funds for temporary pooled cash adjustments and temporary loans.

As of June 30, 2025, inter-fund receivables and payables consisted of the following:

Fund	Due from Other Funds	Due to Other Funds
General Fund	\$ 860,352	\$ -
Nonmajor Funds	329,029	1,351,276
Senior Tax Enterprise Fund	490,924	329,029
Total Due From/To	\$ 1,680,305	\$ 1,680,305

Transfers In/Out

With Council approval resources may be transferred from one fund to another. The most significant transfers were from the Electric Fund to the General Fund for unfunded operations and to the Grant Related Fund for carbon credits. Other transfers were made for operations within each respective fund.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

The following summarizes transfers between funds during the fiscal year ended June 30, 2025:

Fund	Transfer in	Transfer out
General Fund	\$ 2,230,988	\$ 1,139,921
Grant Related Funds	-	1,790,000
Electric Enterprise Fund	399,667	1,799,667
Water Enterprise Fund	1,200,000	-
Nonmajor Governmental Funds	1,574,826	675,893
Total Transfers	<u>\$ 5,405,481</u>	<u>\$ 5,405,481</u>

Intra-Fund Transfers In/Out

The following table represents intra-fund transfers made during the fiscal year ended June 30, 2025:

Fund	Transfer in	Transfer out
General Fund	\$ 48,672	\$ -
General Fund Reserve Fund	-	48,672
Total Transfers	<u>\$ 48,672</u>	<u>\$ 48,672</u>

Intra-fund transfers are eliminated for presentation in the fund financial statements.

NOTE 6 - CAPITAL ASSETS

Capital assets for governmental activities consisted of the following as of June 30, 2025:

	Balance July 01, 2024	Additions	Deletions/ Adjustments	Balance 6/30/2025
Governmental activities:				
Non-depreciable:				
Land	\$ 1,150,990	\$ -	\$ -	\$ 1,150,990
Construction in Progress	673,373	462,508	-	1,135,881
Total Non-Depreciable	1,824,363	462,508	-	2,286,871
Depreciable:				
Infrastructure	7,999,087	-	-	7,999,087
Buildings and improvements	3,654,840	-	-	3,654,840
Improvements other than Buildings	4,827,523	9,709	-	4,837,232
Vehicles and Equipment	6,043,438	1,147,246	-	7,190,684
Total Depreciable	22,524,888	1,156,955	-	23,681,843
Less Accumulated Depreciation for:				
Infrastructure	(4,582,373)	(269,466)	-	(4,851,839)
Buildings and Improvements	(2,783,292)	(112,720)	-	(2,896,012)
Improvements other than Buildings	(1,608,413)	(177,472)	-	(1,785,885)
Vehicles and Equipment	(4,614,047)	(414,578)	-	(5,028,625)
Total Accumulated Depreciation	(13,588,125)	(974,236)	-	(14,562,361)
Total Depreciable Capital Assets - Net	8,936,763	182,719	-	9,119,482
Total Capital Assets - Net	\$ 10,761,126	\$ 645,227	\$ -	\$ 11,406,353

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

Depreciation expense for governmental activities was charged to the following programs during the year:

General Government	\$ 103,350
Public Safety	224,182
Streets and Public Works	475,508
Parks and Recreation	171,196
Total depreciation expense	<u>\$ 974,236</u>

Capital assets for business-type activities consisted of the following as of June 30, 2025:

	Balance July 01, 2024	Additions	Transfers	Balance June 30, 2025
Business-Type Activities:				
Non-depreciable:				
Land	\$ 921,793	\$ -	\$ -	\$ 921,793
Construction in Progress	941,151	26,037	(151,333)	815,855
Total Non-Depreciable	<u>1,862,944</u>	<u>26,037</u>	<u>(151,333)</u>	<u>1,737,648</u>
Depreciable:				
Infrastructure	6,340,384	1,175,365	151,333	7,667,082
Buildings and Improvements	1,139,545	-	-	1,139,545
Improvements other than Buildings	10,161,530	26,141	-	10,187,671
Right of Use Assets	3,722	-	-	3,722
Vehicles and Equipment	9,488,223	156,566	-	9,644,789
Total Depreciable	<u>27,133,404</u>	<u>1,358,072</u>	<u>151,333</u>	<u>28,642,809</u>
Less Accumulated Depreciation for:				
Infrastructure	(3,039,310)	(188,599)	-	(3,227,909)
Buildings and Improvements	(973,153)	(16,797)	-	(989,950)
Improvements other than Buildings	(5,232,091)	(441,777)	-	(5,673,868)
Right of Use Assets	(3,722)	-	-	(3,722)
Vehicles and Equipment	(6,719,063)	(351,180)	-	(7,070,243)
Total Accumulated Depreciation	<u>(15,967,339)</u>	<u>(998,353)</u>	<u>-</u>	<u>(16,965,692)</u>
Total Depreciable Capital Assets - Net	<u>11,166,065</u>	<u>359,719</u>	<u>151,333</u>	<u>11,677,117</u>
Total Capital Assets - Net	<u>\$ 13,029,009</u>	<u>\$ 385,756</u>	<u>\$ -</u>	<u>\$ 13,414,765</u>

Depreciation expense for business-type activities was charged to the following programs during the year:

Electricity	290,759
Water	173,787
Sewer	533,807
Total depreciation expense	<u>\$ 998,353</u>

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

NOTE 7 - NONCURRENT LIABILITIES

Noncurrent liabilities consisted of the following as of June 30, 2025:

Description	Balance			Balance June 30, 2025	Due Within One Year
	July 01, 2024	Additions	Retirements		
Governmental Activities					
Net Pension Liability	\$ 8,486,091	\$ 5,941,522	\$ 6,114,739	\$ 8,312,874	\$ -
Total OPEB Liability	1,878,637	189,271	188,808	1,879,100	-
Compensated Absences	447,601	127,002	209,731	364,872	224,731
Total Governmental Activities Debt	<u>\$ 10,812,329</u>	<u>\$ 6,257,795</u>	<u>\$ 6,513,278</u>	<u>\$ 10,556,846</u>	<u>\$ 224,731</u>
Business-Type Activities					
Direct Borrowing:					
USDA Rural Development Loan (2001)	\$ 865,000	\$ -	\$ 39,000	\$ 826,000	\$ 40,000
USDA Rural Development Loan (2009)	2,074,000	-	58,000	2,016,000	59,000
Lease Liability	-	-	-	-	-
Net Pension Liability	6,147,330	3,044,100	3,100,466	6,090,964	-
Total OPEB Liability	1,417,217	143,704	134,234	1,426,687	-
Compensated Absences	254,261	19,475	39,198	234,538	135,805
Total Business-type Activities Debt	<u>\$ 10,757,808</u>	<u>\$ 3,207,279</u>	<u>\$ 3,370,898</u>	<u>\$ 10,594,189</u>	<u>\$ 234,805</u>
Fiduciary Funds - Successor Agency:					
Tax allocation bonds, Series 2022A	\$ 2,325,000	\$ -	\$ 65,000	\$ 2,260,000	\$ 70,000
Tax allocation bonds, Series 2022B	1,645,000	-	55,000	1,590,000	60,000
Total Long-term liabilities	<u>\$ 3,970,000</u>	<u>\$ -</u>	<u>\$ 120,000</u>	<u>\$ 3,850,000</u>	<u>\$ 130,000</u>

Business-Type Activities - USDA Rural Development Loans

On February 12, 2001, the City executed a long-term loan agreement with the United States Department of Agriculture (USDA) Rural Development to repay the interim sewer project financing provided by U.S. Bank. The interim financing repayment total consisted of \$1,478,141 in principal and \$9,529 in accrued interest. Interest on the new loan, at the rate of 3.25%, is payable semiannually. Annual principal payments, ranging from \$18,670 to \$65,000, are also required. This loan will be completely repaid on September 1, 2040 and is secured by the revenues of the City's sewer fund.

On April 15, 2009, the City entered into a loan/grant agreement with USDA Rural Development for the rehabilitation and upgrade of the City's existing wastewater treatment plant. The agreement consists of a loan of \$3,100,000 with a subsequent grant of \$1,000,000. Interest, at the rate of 2.5%, is payable annually. This loan will be completely repaid on April 1, 2050.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

Future debt service payments for the USDA Rural Development Loans are as follows:

Year Ending June 30	Business-Type Activities		
	Principal	Interest	Total
2026	\$ 99,000	\$ 76,595	\$ 175,595
2027	102,000	73,804	175,804
2028	105,000	70,914	175,914
2029	108,000	67,950	175,950
2030	111,000	64,887	175,887
2031-2035	604,000	275,478	879,478
2036-2040	695,000	184,806	879,806
2041-2045	516,000	98,181	614,181
2046-2050	502,000	37,925	539,925
Total	<u>\$ 2,842,000</u>	<u>\$ 950,540</u>	<u>\$ 3,792,540</u>

Successor Agency - Tax Allocation Bonds

In 2002, the former RDA issued \$4,750,000 of Tax Allocation Bonds, Series 2008A (Taxable) and Series 2008B (Tax Exempt). A total of \$2,980,000 of Series 2008A bonds were issued and \$1,770,000 of Series 2008B bonds. The proceeds of the Series 2008A bonds issued were used to repay a significant portion of the loans from the City of Gridley to the Agency. These bonds were refunded in fiscal year 2022 with the issuance of \$2,390,000 in Tax Allocation Bonds, Series 2022A and \$1,700,000 in Tax Allocation Bonds, Series 2022B.

The Series 2022A bonds bear annual interest at 5.26% and that is payable semi-annually on August 1st and February 1st. Principal is paid in annual installments beginning August 1, 2023 and ending August 1, 2043 in amounts ranging from \$65,000 to \$185,000. The Series 2022B bonds bear annual interest at 3.84% and that is payable semi-annually on August 1st and February 1st. Principal is paid in annual installments beginning August 1, 2023 and ending August 1, 2043 in amounts ranging from \$55,000 to \$115,000.

The Successor Agency recognized \$163,968 as a deferred loss on the early defeasance of debt which will be amortized through fiscal year 2043. The Successor Agency realized savings of \$1,105,328, which was the aggregate difference of the total debt service between the refunded debt of \$7,579,125 and refunding debt of \$6,473,797. Future debt service payments for the tax allocation bonds are as follows:

Year Ending June 30	Principal	Interest	Total
2026	\$ 130,000	\$ 176,939	\$ 306,939
2027	135,000	170,822	305,822
2028	145,000	164,345	309,345
2029	150,000	157,510	307,510
2030	155,000	150,411	305,411
2031-2035	890,000	634,814	1,524,814
2036-2040	1,130,000	399,914	1,529,914
2041-2045	1,115,000	108,245	1,223,245
Total	<u>\$ 3,850,000</u>	<u>\$ 1,963,000</u>	<u>\$ 5,813,000</u>

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

NOTE 8 - RETIREMENT PLANS

General Information about the Pension Plans

Plan Description

All qualified permanent and probationary employees are eligible to participate in the Public Agency Cost-Sharing Multiple-Employer Defined Benefit Pension Plan (Plan) administered by the California Public Employees' Retirement System (CalPERS). The Plan consists of individual rate plans (benefit tiers) within a safety risk pool (police and fire) and a miscellaneous risk pool (all other.) Plan assets may be used to pay benefits for any employer rate plan of the safety and miscellaneous risk pools. Accordingly, rate plans within the safety or miscellaneous pools are not separate plans under GASB Statement No. 68. Individual employers may sponsor more than one rate plan in the miscellaneous or safety risk pools. The City sponsors three miscellaneous rate plans. Benefit provisions under the Plan are established by State statute and City resolution. CalPERS issues publicly available reports that include a full description of the pension plan regarding benefit provisions, assumptions and membership information that can be found on the CalPERS website.

Benefits Provided

CalPERS provides service retirement and disability benefits, annual cost of living adjustments and death benefits to plan members, who must be public employees and beneficiaries. Benefits are based on years of credited service, equal to one year of full-time employment. Members with five years of total service are eligible to retire at age 50 (age 52 for Miscellaneous Plan members if membership date is on or after January 1, 2013) with statutorily reduced benefits. All members are eligible for non-duty disability benefits after 5 years of service. The death benefit is one of the following: the Special Death Benefit (Safety only), the Basic Death Benefit, the 1957 Survivor Benefit, or the Optional Settlement 2W Death Benefit. The cost-of-living adjustments for each plan are applied as specified by the Public Employees' Retirement Law.

The Plans' provisions and benefits in effect at June 30, 2025, are summarized as follows:

	Miscellaneous			Safety	
	Tier I	Tier II	PEPRA	Tier I	PEPRA
Benefit formula	2% @ 55	2% @ 55	2% @ 62	3% @ 50	2.7% @ 57
Benefit vesting schedule	5 Years				
Benefit payments	Monthly for Life				
Retirement age	55	55	62	50	57
Monthly benefits as a					
% of eligible compensation	2.00%	2.00%	2.00%	3.00%	2.00%
Required employee contribution rates	7.00%	7.00%	7.75%	9.00%	13.75%
Required employer contribution rates	12.58%	11.94%	7.96%	26.91%	13.99%

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

Employees Covered

At June 30, 2025, the following employees were covered by the benefit terms for the Plans:

	Miscellaneous	Safety	Total
Active	32	14	46
Transferred	15	14	29
Separated	19	8	27
Retired	56	39	95
Total	<u>122</u>	<u>75</u>	<u>197</u>

Contributions

Section 20814(c) of the California Public Employees' Retirement Law requires that the employer contribution rates for all public employers be determined on an annual basis by the actuary and shall be effective on the July 1 following notice of a change in the rate. Funding contributions for the Plans are determined annually on an actuarial basis as of June 30 by CalPERS. The actuarially determined rates are the estimated amount necessary to finance the costs of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability. The City is required to contribute the difference between the actuarially determined rate and the contribution rate of employees. For the year ended June 30, 2025, the City's contributions were as follows:

	Employer Contributions
Miscellaneous	\$ 1,507,564
Safety	<u>774,557</u>
Total Employer Contributions	<u>\$ 2,282,121</u>

Pension Liabilities, Pension Expenses and Deferred Outflows/Inflows of Resources Related to Pensions

As of June 30, 2025, the City reported a net pension liability for its proportionate share of the net pension liabilities as follows:

	Proportionate Share of Net Pension Liability/(Asset)
Miscellaneous	\$ 8,713,703
Safety	<u>5,690,135</u>
Total	<u>\$ 14,403,838</u>

The City's net pension liability for the Plans is measured as the proportionate share of the net pension liability. The net pension liability of the Plans are measured as of June 30, 2024, and the total pension liability for the Plans used to calculate the net pension liability was determined by an actuarial valuation as of June 30, 2023 rolled forward to June 30, 2024 using standard update procedures. The City's proportion of the net pension liability was based on a projection of the City's long-term share of contributions to the pension plans relative to the projected contributions of all participating employers, actuarially determined.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

The City's proportionate share of the net pension liability for the Plans as of June 30, 2024 and 2024 was as follows:

	<u>Miscellaneous</u>	<u>Safety</u>	<u>Combined Plans</u>
Proportion - June 30, 2024	0.17581%	0.07815%	0.11730%
Proportion - June 30, 2025	0.18016%	0.07805%	0.11877%
Change - Increase/(Decrease)	0.00435%	-0.00011%	0.00147%

For the year ended June 30, 2025, the City recognized pension expense of \$1,638,062.

At June 30, 2025, the City reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	<u>Misc. and Safety</u>	
	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Changes of Assumptions	\$ 364,153	\$ -
Differences between Expected and Actual Experience	1,217,745	44,495
Differences between Projected and Actual Investment Earnings	776,672	-
Differences between Employer's Contributions and Proportionate Share of Contributions	568,235	38,114
Change in Employer's Proportion	12,824	681,590
Pension Contributions Made Subsequent to Measurement Date	2,282,121	-
Total	<u>\$ 5,221,750</u>	<u>\$ 764,199</u>

The City reported \$2,282,121 as deferred outflows of resources related to contributions subsequent to the measurement date that will be recognized as a reduction of the net pension liability in the year ended June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized as pension expense as follows:

<u>Fiscal Year Ending June 30:</u>	<u>Deferred Outflows/(Inflows) of Resources</u>		
	<u>Miscellaneous</u>	<u>Safety</u>	<u>Total</u>
2026	\$ 231,603	\$ 360,740	\$ 592,342
2027	1,143,704	676,330	1,820,034
2028	21,951	7,115	29,065
2029	(171,905)	(94,105)	(266,010)
Total	<u>\$ 1,225,353</u>	<u>\$ 950,080</u>	<u>\$ 2,175,431</u>

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

Actuarial Assumptions

The total pension liabilities in the June 30, 2023 actuarial valuations were determined using the following actuarial assumptions:

Valuation Date	June 30, 2023
Measurement Date	June 30, 2024
Actuarial Cost Method	Entry-Age Normal Cost Method
Actuarial Assumptions:	
Discount Rate	6.90%
Inflation	2.30%
Payroll Growth	2.80%
Projected Salary Increase	(1)
Investment Rate of Return	6.8% (2)
Mortality	(3)

- (1) Varies by entry age and service
- (2) Net of pension plan investment expenses, including inflation
- (3) Derived using CalPERS' membership data for all funds

Discount Rate

The discount rate used to measure the total pension liability was 6.9% for the Plan. To determine whether the municipal bond rate should be used in the calculation of a discount rate for the Plan, CalPERS stress tested plans that would most likely result in a discount rate that would be different from the actuarially assumed discount rate. Based on the testing, none of the tested plans run out of assets. Therefore, the current 6.9% discount rate is adequate and the use of the municipal bond rate calculation is not necessary. The long-term expected discount rate of 6.9% will be applied to all plans in the Public Employees Retirement Fund (PERF). The stress test results are presented in a detailed report that can be obtained from the CalPERS website.

The long-term expected rate of return on pension plan investments was determined using a building block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class.

In determining the long-term expected rate of return, CalPERS took into account both short-term and long-term market return expectations as well as the expected pension fund cash flows. Using historical returns of all the funds' asset classes, expected compound returns were calculated over the short-term (first 10 years) and the long-term (11-60 years) using a building-block approach. Using the expected nominal returns for both short-term and long-term, the present value of benefits was calculated for each fund. The expected rate of return was set by calculating the single equivalent expected return that arrived at the same present value of benefits for cash flows as the one calculated using both short-term and long-term returns. The expected rate of return was then set equivalent to the single equivalent rate calculated above and rounded down to the nearest one quarter of one percent. The table below reflects the long-term expected real rate of return by asset class.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

The rate of return was calculated using the capital market assumptions applied to determine the discount rate and asset allocation. These rates of return are net of administrative expenses.

Asset Class (a)	Assumed Asset Allocation	Long-Term Expected Real Return (1)(2)
Global Equity Cap Weighted	30.00%	4.54%
Global Equity NonCap Weighted	12.00%	3.84%
Private Equity	13.00%	7.28%
Treasury	5.00%	0.27%
Mortgage-backed Securities	5.00%	0.50%
Investment Grade Corporates	10.00%	1.56%
High Yield	5.00%	2.27%
Emerging Market Debt	5.00%	2.48%
Private Debt	5.00%	3.57%
Real Assets	15.00%	3.21%
Leverage	-5.00%	-0.59%
Total	100.00%	

- (1) An expected inflation of 2.3% used for this period.
(2) Figures are based on the 2021-22 Asset Liability Study.

Sensitivity of the Proportionate Share of the Net Pension Liability to Changes in the Discount Rate

The following presents the City’s proportionate share of the net pension liability for the Plans, calculated using the discount rate for the Plans, as well as what the City’s proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1-percentage point lower or 1-percentage point higher than the current rate:

	Miscellaneous	Safety
1% Decrease	5.90%	5.90%
Net Pension Liability	\$ 12,079,099	8,384,381
Current	6.90%	6.90%
Net Pension Liability	\$ 8,713,703	5,690,135
1% Increase	7.90%	7.90%
Net Pension Liability	\$ 5,943,486	3,486,621

Pension Plan Fiduciary Net Position

Detailed information about each pension plan’s fiduciary net position is available in the separately issued CalPERS financial reports.

NOTE 9 - OTHER POSTEMPLOYMENT BENEFITS PLAN

Plan Description

The City sponsors and administers a single-employer health care plan for its employees. The plan provides medical, dental, and vision coverage. Medical coverage is provided through CalPERS under the

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

Public Employees' Medical and Hospital Care Act (PEMHCA), also referred to as PERS Health. The City sets its contribution rates for health insurance on behalf of active employees according to the PEMHCA statutory minimum. The amounts are indexed (increased) in all future years according to the rate of medical inflation. The excess of the designated City contribution for healthcare (the second highest premium available in the 95948 zip code area) over the PEMHCA statutory minimum is contributed to a Cafeteria Plan and the employee may elect to have some or all of this excess contributed on his or her behalf to CalPERS as an "employee contribution" towards healthcare benefits. As the City 's OPEB benefits are administered by City personnel, no separate financial statements are issued.

Management employees are subject to PERS' "100/90 State Contribution Formula" under which the City's contribution is determined based upon the weighted average of the four most popular medical plan options under PEMHCA, as announced each year by CalPERS. The City offers the same medical plans to its retirees as to its active employees, with the general exception that upon reaching age 65 and becoming eligible for Medicare, the retiree must join one of the Medicare Supplement coverage's offered under PEMHCA. Management employees hired on or before December 31, 2012 are eligible for benefits upon retirement at age 50 with 10 years of service. The City's contribution on behalf of Management hired on or before December 31, 2012 retirees, is based on the 'PERS' "Unequal Contribution Method" and equals 5% of the statutory minimum multiplied by the number of years the City has participated in PEMHCA.

Employees Covered by Benefit Terms

At June 30, 2025, the benefit terms covered the following employees:

Active employees	3
Inactive employees	8
Total employees	<u>11</u>

Actuarial Assumptions

The following summarized the actuarial assumptions for the OPEB plan included in this fiscal year:

Valuation Date:	July 1, 2023
Measurement Date:	June 30, 2025
Actuarial Cost Method:	Entry-Age Normal Cost Method
Amortization Period:	30 years
Actuarial Assumptions:	
Discount Rate	3.93%
Inflation	3.10%
Payroll Increases	3.50%
Trend Rate	4.54%
Municipal Bond Rate	3.93%
Mortality	Pub-2010 General Employees Headcount-Weighted Mortality fully generational using Scale MP-2021, and Pub-2010 General Retirees Headcount-Weighted Mortality fully generational using Scale MP-2021.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

Discount Rate

The discount rate was based on the Bond Buyer 20-bond General Obligation Index.

Contributions

The City's policy is to fully fund the annual required contribution, which is determined by an actuary. The City makes the contributions on behalf of the participants. For the fiscal year ended June 30, 2025, the City paid contributions of \$155,769. There have been no assets accumulated in a trust to provide for the benefits of this plan.

Total OPEB Liability

The City's Total OPEB liability was measured as of June 30, 2025 (measurement date) and was determined by an actuarial valuation as of July 1, 2023 (valuation date) for the fiscal year ended June 30, 2025 (reporting date).

Changes in the Total OPEB Liability

The following summarizes the changes in the Total OPEB liability during the year ended June 30, 2025:

Fiscal Year Ended June 30, 2025	Total OPEB Liability
Beginning	\$ 3,295,854
Service cost	37,752
Interest in Total OPEB Liability	127,950
Benefit payments	(155,769)
Net changes	<u>9,933</u>
Ending	<u>\$ 3,305,787</u>

The City's plan is nonfunded, meaning there have not been assets placed into an irrevocable trust, therefore the plan fiduciary net position is zero.

Deferred Inflows and Outflows of Resources

At June 30, 2025, there were no deferred outflows of resources and deferred inflows of resources related to OPEB to report.

OPEB Expense

The following summarizes the OPEB expense by source during the year ended June 30, 2025:

Service cost	\$ 37,752
Interest on total OPEB liability	127,950
Difference between actual and expected experience	(312,974)
Change in assumptions	<u>(20,001)</u>
OPEB Expense	<u>\$ (167,273)</u>

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

The following summarizes changes in the Total OPEB liability as reconciled to OPEB expense during the year ended June 30, 2025:

Net OPEB liability ending	\$ 3,305,787
Net OPEB liability beginning	<u>(3,295,854)</u>
Change in net OPEB liability	9,933
Changes in deferred inflows	(332,975)
Employer contributions and implicit subsidy	<u>155,769</u>
OPEB Expense	<u>\$ (167,273)</u>

Sensitivity to Changes in the Discount Rate

The Total OPEB liability of the City, as well as what the City's Total OPEB liability would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher, was as follows:

	<u>Discount Rate</u>		
	<u>(1% Decrease)</u>	<u>3.54%</u>	<u>(1% Increase)</u>
Net OPEB Liability (Asset)	\$ 3,746,200	\$ 3,305,787	\$ 2,940,843

Sensitivity to Changes in the Healthcare Cost Trend Rates

The Total OPEB liability of the City, as well as what the City's Total OPEB liability would be if it were calculated using healthcare cost trend rates that are one percentage point lower or one percentage point higher than current healthcare cost trend rates, was as follows:

	<u>Trend Rate</u>		
	<u>(1% Decrease)</u>	<u>7.00%</u>	<u>(1% Increase)</u>
Net OPEB Liability (Asset)	\$ 2,876,051	\$ 3,305,787	\$ 3,827,277

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

NOTE 10 - DEFICIT FUND BALANCE AND NET POSITION

The City reported the following funds with deficit fund balance and net position as of June 30, 2025:

	Deficit Fund Balance	Deficit Net Position
M, Vierra Park Fund	\$ 80	\$ -
SB 325 TDA Fund	157,291	-
Traffic Safety Fund	21,136	-
Railroad Maintenance Fund	35	-
Planning and Development Fund	183,545	-
Recreation Related Fund	191,739	-
2021 Vierra Park Improvements Fund	51,381	-
Home Fund	7,902	-
Gridley Sports Complex Fund	288,698	-
Senior Taxi Fund	-	16,051
Totals	<u>\$ 901,807</u>	<u>\$ 16,051</u>

The fund deficits were a result of expenditures incurred in advance of receipt of revenue and will be eliminated through future revenues and interfund transfers.

NOTE 11 - RISK MANAGEMENT

The City is a member of the Northern California Cities Self Insurance Fund (NCCSIF) along with twenty other northern California cities. The NCCSIF is a joint powers authority (JPA) organized in accordance with Article 1, Chapter 5, Division 7, Title 1 of the California Government Fund Programs. The purpose is to create a common pool of funds to be used to meet obligations of the parties to provide workers' compensation benefits for their employees and to provide excess liability insurance. The NCCSIF provides claims processing, administrative services, risk management services, and actuarial studies. A member from each city governs the NCCSIF. The City Council members do not have significant oversight responsibility since they evenly share all factors of responsibility with the other cities. The City does not retain the risk of loss. However, ultimate liability for payment of claims and insurance premiums resides with member cities. The NCCSIF is empowered to make supplemental assessments as needed to eliminate deficit positions of member cities. If the JPA becomes insolvent, the City is responsible only to the extent of any deficiency in its equity balance. The audited financial statements of the JPA are available at the NCCSIF's office.

The City is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. The City provides property, liability, and workers compensation insurance through Northern California Cities Self Insurance Fund a public entity risk pool currently operating as a common risk management and insurance program for several Northern California municipalities. Annual deposits are paid by member cities and are adjusted retrospectively to cover costs.

The NCCSIF establishes claims liabilities based on estimates of the ultimate cost of claims (including future claims settlement expenses) that have been reported but not settled, plus estimates of claims that

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

have been incurred but not reported. Because actual claims costs depend on various factors, the claims liabilities are recomputed periodically using a variety of actuarial and statistical techniques to produce current estimates that reflect recent settlements, claim frequency, and other economic and social factors. A provision of inflation is implicit in the calculation of estimated future claims costs. Adjustments to claims liabilities are charged or credited to expense in the periods in which they are made. The City does not have any material unpaid and uninsured claims outstanding at the beginning or end of the last two fiscal years. The City's insurance coverage and the respective coverage providers are as follows:

Amount	Coverage Provider	Payment
General Liability		
\$0 - \$50,000	Self-insured	Banking layer
\$50,001 - \$450,000	Northern California Cities Self Insurance Fund	Shared risk
\$450,001 - \$40,000,000	California Joint Powers Risk Management Authority	Shared risk (to \$5 mil, excess insurance after that)
Workers' Compensation		
\$0 - \$100,000	Self-insured	Banking layer
\$100,001 - \$400,000	Northern California Cities Self Insurance Fund	Shared risk
\$400,001 - statutory	CSAC-EIA	Shared risk and Excess Insurance

Property insurance

The City's standard deductible is \$5,000 for coverage. The coverage limit for fiscal year 2025 was \$1,000,000,000 blanket real and personal property.

Performance and Public Employee Dishonesty Bonds

The City has \$25,000 in performance bond coverage for the City Clerk, \$100,000 performance bond coverage for the City Treasurer, and \$3,000,000 in coverage for public employee dishonesty with a deductible of \$5,000.

NOTE 12 - RELATED ORGANIZATIONS

The City is a member of various joint powers authorities that provide goods or services to the City and other authority members. The City does not have sufficient authority, influence or accountability over these entities to incorporate them in this annual report. Additionally, the City has determined that it has no ongoing financial interest or responsibility for any of these organizations. The names and general functions of these joint powers are as follows:

Northern California Power Agency (NCPA)

Membership consists of 12 municipal electric utilities, one Rural Electric Cooperative, an irrigation district, and a public utility district. The NCPA is generally empowered to purchase, generate, transmit, distribute, and sell electrical energy. Members participate in the projects of NCPA on an elective basis. A Commission comprised of one representative for each member governs the NCPA.

The City is currently involved in several hydroelectric, geothermal, and other energy-related projects as a member of this agency. The NCPA is financed by contributions from member cities, government grants, and debt. The City is committed to providing substantial additional financial support for its portion of the actions and projects of the NCPA.

City of Gridley
Notes to the Basic Financial Statements
June 30, 2025

The NCPA holds certain funds under a separate member custodial agreement - the general operating reserve. The purpose of the reserve is to allow members to fund all, or a portion, of the contingent liabilities that the NCPA faces at any given time, while providing the individual member with the flexibility to draw upon their part of the reserve, as each member individually deems appropriate. The NCPA requires agency members to maintain at least 90% of the annual general operating reserve. The City has maintained the required reserve amount during the fiscal year ending 2025. Due to the nature of the reserve held by NCPA, payments made to the reserve are expensed as purchased power. The financial statements are available online at www.ncpa.com.

Transmission Agency of Northern California (TANC)

Members include eleven cities, one electric co-op, two irrigation districts, and one public utility district. The Agency was created to provide electric transmission or other facilities, including real property and rights of way, for the use of its members. A Commission comprised of one representative appointed by each member governs the Agency. The City has authorized its participation in the project up to 1% of the total expenditures. The financial statements are available online at <http://tanc.us/financials.html>.

NOTE 13 - COMMITMENTS AND CONTINGENCIES

Lawsuits

The City is subject to certain matters of litigation that may arise in the normal course of conducting City business. City management believes, based upon consultation with legal counsel, that these cases, in the aggregate, are not expected to result in a material adverse financial impact on the City. Additionally, City management believes that the City's insurance programs are sufficient to cover any potential losses should an unfavorable outcome materialize.

Federal and State Grant Programs

The City participates in Federal and State grant programs. These programs are audited by the City's independent accountants, if required, by and in accordance with the provisions of the Uniform Guidance and applicable State requirements. Expenditures which may be disallowed, if any, by the granting agencies, cannot be determined at this time. The City expects such amounts, if any, to be immaterial.

Deferred Compensation

The City offers its employees a deferred compensation plan created in accordance with Internal Revenue Code Section 457. The plan, available to all full-time City employees, permits employees to defer a portion of their salary until future years. Participation in the plan is optional. The deferred compensation is not available to employees until termination, retirement, death, or unforeseeable emergency. The assets and liabilities of these plans have been excluded from the accompanying financial statements. The City does not administer the plan.



REQUIRED SUPPLEMENTARY INFORMATION

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City of Gridley
Schedule of Revenues, Expenditures, and Changes in Fund Balance
Budget and Actual (GAAP Basis)
General Fund
For the Year Ended June 30, 2025

	Budgeted Amounts		Actual Amounts	Variance with Final Budget
	Original	Final		Positive (Negative)
REVENUES				
Taxes and assessments	\$ 4,116,880	\$ 4,116,880	\$ 3,237,217	\$ (879,663)
Licenses, permits and fees	88,518	88,518	62,700	(25,818)
Fines and forfeitures	4,143	4,143	3,287	(856)
Intergovernmental	274,149	274,149	431,973	157,824
Charges for services	35,491	35,491	61,078	25,587
Use of money and property	28,657	28,657	181,391	152,734
Other revenue	177,275	177,275	145,718	(31,557)
Total Revenues	4,725,113	4,725,113	4,123,364	(601,749)
EXPENDITURES				
Current:				
General government	1,140,026	1,140,026	122,223	1,017,803
Public safety	5,505,313	5,505,313	6,094,226	(588,913)
Streets and public works	475,798	475,798	368,507	107,291
Community development	39,650	39,650	95,174	(55,524)
Parks and recreation	150,374	150,374	195,253	(44,879)
Capital outlay	201,000	201,000	10,515	190,485
Total Expenditures	7,512,161	7,512,161	6,885,898	626,263
Excess (Deficiency) of Revenues over Expenditures	(2,787,048)	(2,787,048)	(2,762,534)	24,514
OTHER FINANCING SOURCES (USES)				
Transfers in	1,990,000	1,990,000	2,230,988	240,988
Transfers out	-	-	(1,139,921)	(1,139,921)
Total Other Financing Sources (Uses)	1,990,000	1,990,000	1,091,067	(898,933)
Net Change in Fund Balance	(797,048)	(797,048)	(1,671,467)	(874,419)
Fund Balance Beginning	8,010,418	8,010,418	8,010,418	-
Fund Balance Ending	\$ 7,213,370	\$ 7,213,370	\$ 6,338,951	\$ (874,419)

City of Gridley
Schedule of Revenues, Expenditures, and Changes in Fund Balance
Budget and Actual (GAAP Basis)
08-Home-4987 Grant Fund
For the Year Ended June 30, 2025

	Budgeted Amounts		Actual Amounts	Variance with Final Budget
	Original	Final		Positive (Negative)
REVENUES				
Use of money and property	\$ -	\$ -	\$ 117	\$ 117
Total Revenues	-	-	117	117
EXPENDITURES				
Total Expenditures	-	-	-	-
Net Change in Fund Balance	-	-	117	117
Fund Balance Beginning	3,885	3,885	3,885	-
Fund Balance Ending	\$ 3,885	\$ 3,885	\$ 4,002	\$ 117

City of Gridley
Schedule of Revenues, Expenditures, and Changes in Fund Balance
Budget and Actual (GAAP Basis)
Block Grant Fund
For the Year Ended June 30, 2025

	Budgeted Amounts		Actual Amounts	Variance with Final Budget
	Original	Final		Positive (Negative)
REVENUES				
Intergovernmental	\$ -	\$ -	\$ 12,085	\$ 12,085
Program income	8,145	8,145	90,858	82,713
Use of money and property	-	-	13,118	13,118
Total Revenues	8,145	8,145	116,061	107,916
EXPENDITURES				
Current:				
Community development	7,679	7,679	8,103	(424)
Total Expenditures	7,679	7,679	8,103	(424)
Net Change in Fund Balance	466	466	107,958	107,492
Fund Balance Beginning	616,998	616,998	616,998	-
Fund Balance Ending	\$ 617,464	\$ 617,464	\$ 724,956	\$ 107,492

City of Gridley
Schedule of Revenues, Expenditures, and Changes in Fund Balance
Budget and Actual (GAAP Basis)
Grant Related Funds
For the Year Ended June 30, 2025

	Budgeted Amounts		Actual Amounts	Variance with Final Budget
	Original	Final		Positive (Negative)
REVENUES				
Intergovernmental	\$ 748,583	\$ 748,583	\$ 1,772,067	\$ 1,023,484
Use of money and property	-	-	3,176	3,176
Total Revenues	748,583	748,583	1,775,243	1,026,660
EXPENDITURES				
Current:				
General government	-	-	6,884	(6,884)
Community development	-	-	4,301	(4,301)
Parks and recreation	17,494	17,494	43,541	(26,047)
Capital outlay	345,000	345,000	649,509	(304,509)
Total Expenditures	362,494	362,494	704,235	(341,741)
Excess (Deficiency) of Revenues over Expenditures	386,089	386,089	1,071,008	684,919
OTHER FINANCING SOURCES (USES)				
Transfers in	-	-	-	-
Transfers out	(1,790,000)	(1,790,000)	(1,790,000)	-
Total Other Financing Sources (Uses)	(1,790,000)	(1,790,000)	(1,790,000)	-
Net Change in Fund Balance	(1,403,911)	(1,403,911)	(718,992)	684,919
Fund Balance Beginning	2,090,300	2,090,300	2,090,300	-
Prior Period Adjustments - Cash Allocations	-	-	-	-
Fund Balance Beginning, as Adjusted	2,090,300	2,090,300	2,090,300	-
Fund Balance Ending	\$ 686,389	\$ 686,389	\$ 1,371,308	\$ 684,919

City of Gridley
Notes to Required Supplementary Information
Budgetary Accounting and Control
June 30, 2025

The City Council establishes budgets for all governmental funds on a basis consistent with Generally Accepted Accounting Principles, with the exception of capital projects which are budgeted on a project length basis. Appropriations, except open project appropriations and unexpended grant appropriations, lapse at the end of each fiscal year. The budgetary data is prepared on the modified accrual basis consistent with the related "actual" amounts.

Department heads submit a proposed budget to the City Administrator. The City Administrator submits a proposed budget to the City Council for the following year beginning July 1. The preliminary budget may or may not be amended by the City Council after public hearings are held and is adopted by City Council resolution prior to July 1 in accordance with the municipal code.

The City Council may amend the budget by motion during the fiscal year. The City Administrator is authorized to transfer budgeted amounts within an object or purpose within any department. However, the City Council must approve revisions that alter the total expenditures of any department. Budgetary control is legally maintained at the fund level.

Expenditures may not legally exceed appropriations at the fund level, which is the legal level of control. Supplemental appropriations, which increase appropriations, may be made during the fiscal year. All budget amounts presented in the accompanying financial statements have been adjusted for legally authorized revisions of the annual budgets during the year. Amounts represent the original budgeted amounts and all supplemental appropriations.

City of Gridley
Schedule of Pension Contributions
June 30, 2025
(Last Ten Years)

Miscellaneous & Safety Plan

Fiscal Year Ended	2016	2017	2018	2019	2020
Contractually Required Contributions	\$ 795,514	\$ 866,010	\$ 947,355	\$ 1,023,639	\$ 1,128,141
Contributions in Relation to Contractually Required Contributions	795,514	866,010	947,355	1,023,639	1,128,141
Contribution Deficiency (Excess)	\$ -				
Covered Payroll	\$ 3,099,247	\$ 3,275,057	\$ 3,384,871	\$ 2,642,537	\$ 2,891,883
Contributions as a % of Covered Payroll	25.67%	26.44%	27.99%	38.74%	39.01%

Miscellaneous & Safety Plan

Fiscal Year Ended	2021	2022	2023	2024	2025
Contractually Required Contributions	\$ 1,293,223	\$ 1,420,621	\$ 1,570,250	\$ 1,622,852	\$ 2,282,121
Contributions in Relation to Contractually Required Contributions	1,293,223	1,420,621	1,570,250	1,622,852	2,282,121
Contribution Deficiency (Excess)	\$ -				
Covered Payroll	\$ 3,233,815	\$ 3,508,606	\$ 3,790,865	\$ 3,904,591	\$ 4,021,729
Contributions as a % of Covered Payroll	39.99%	40.49%	41.42%	41.56%	56.74%

Notes to Schedule:

Valuation Date: June 30, 2023
Assumptions Used: Entry Age Method used for Actuarial Cost Method
Level Percentage of Payroll and Direct Rate Smoothing
Remaining Amortization Period no more than 26 years
Inflation Assumed at 2.30%
Investment Rate of Returns set at 6.8%
The mortality table was developed based on CalPERS-specific data. The rates incorporate Generational Mortality to capture ongoing mortality improvement using 80% of Scale MP 2020 published by the Society of Actuaries. For more details, please refer to the 2021 experience study report that can be found on the CalPERS website.

The CalPERS discount rate was increased from 7.50% to 7.65% in FY2016, to 7.15% in FY2018, and then decreased to 6.90% in FY2022.
The CalPERS mortality assumptions was adjusted in fiscal year 2021.

City of Gridley
Schedule of Proportionate Share of Net Pension Liability
June 30, 2025
(Last Ten Years)

Miscellaneous and Safety Plan					
Plan Measurement Date	2015	2016	2017	2018	2019
Fiscal Year Ended	2016	2017	2018	2019	2020
Proportion of Net Pension Liability (Safety and Misc)	0.12003%	0.10006%	0.11218%	0.11472%	0.11475%
Proportionate Share of Net Pension Liability	\$ 8,238,421	\$ 8,658,560	\$ 11,125,054	\$ 11,054,726	\$ 11,758,898
Covered Payroll	\$ 3,118,121	\$ 3,099,247	\$ 3,275,057	\$ 3,384,871	\$ 2,642,537
Proportionate Share of NPL as a % of Covered Payroll	264.21%	279.38%	339.69%	326.59%	444.99%
Plan's Fiduciary Net Position as a % of the TPL	71.32%	68.94%	67.62%	68.40%	67.37%

Miscellaneous and Safety Plan					
Plan Measurement Date	2020	2021	2022	2023	2024
Fiscal Year Ended	2021	2022	2023	2024	2025
Proportion of Net Pension Liability (Safety and Misc)	0.11487%	0.16458%	0.12088%	0.11730%	0.11877%
Proportionate Share of Net Pension Liability	\$ 12,498,264	\$ 8,900,835	\$ 13,962,591	\$ 14,633,421	\$ 14,403,838
Covered Payroll	\$ 2,891,883	\$ 3,233,815	\$ 3,508,606	\$ 3,790,865	\$ 3,904,591
Proportionate Share of NPL as a % of Covered Payroll	432.18%	275.24%	397.95%	386.02%	368.89%
Plan's Fiduciary Net Position as a % of the TPL	65.78%	76.73%	66.11%	65.62%	67.75%

The CalPERS discount rate was increased from 7.50% to 7.65% in FY2016, to 7.15% in FY2018, and then decreased to 6.90% in FY2022.
The CalPERS mortality assumptions was adjusted in fiscal year 2021.

City of Gridley
Schedule of Changes in Total OPEB Liability
June 30, 2025
(Last Ten Years)

Fiscal Year Ended	2018	2019	2020	2021	2022	2023	2024	2025
Total OPEB liability								
Service cost	\$ 12,401	\$ 12,650	\$ 171,325	\$ 165,106	\$ 21,603	\$ 22,368	\$ 36,324	\$ 37,752
Interest	158,069	159,756	206,796	211,318	139,337	138,281	127,463	127,950
Diff. between expected/actual exper.	21,513	16,042	2,401,492	-	(3,239,275)	-	(656,901)	-
Changes of assumptions	-	-	2,456,638	-	(2,618,711)	-	(41,981)	-
Actuarial adjustments	-	-	-	74,743	(165,484)	-	-	-
Benefit payments	(148,050)	(141,637)	(161,908)	(84,534)	(166,240)	(172,125)	(149,879)	(155,769)
Net change in Total OPEB Liability	43,933	46,811	5,074,343	366,633	(6,028,770)	(11,476)	(684,974)	9,933
Total OPEB Liability - beginning	4,489,354	4,533,287	4,580,098	9,654,441	10,021,074	3,992,304	3,980,828	3,295,854
Total OPEB Liability - ending	4,533,287	4,580,098	9,654,441	10,021,074	3,992,304	3,980,828	3,295,854	3,305,787
Plan fiduciary net position as a % of the total OPEB liability	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Covered Employee Payroll	\$ 2,726,110	\$ 2,780,632	\$ 826,218	\$ 842,742	\$ 258,224	\$ 265,971	\$ 497,425	\$ 514,835
TOL as a % of covered employee payroll	166.29%	164.71%	1168.51%	1189.10%	1546.06%	1496.72%	662.58%	642.11%

Other Notes

GASB 75 requires a schedule of contributions for the last ten fiscal years, or for as many years as are available if less than ten years are available. GASB 75 was adopted as of June 30, 2018.

Discount rates changed from 3.58% to 2.21% in FY2020, to 3.54% in FY2022, and then to 3.93% in FY2024.

Payroll growth increased from 3% to 3.5%.

Mortality assumption changed from SOA RP-2014 Total Dataset Mortality with Scale MP-2019 (Base Rate 2006) to Pub-2010

General Employees Headcount-Weighted Mortality fully generational using Scale MP-2021, and Pub-2010 General Retirees

Headcount-Weighted Mortality fully generational using Scale MP-2021.



SUPPLEMENTARY INFORMATION

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NONMAJOR GOVERNMENTAL FUNDS

Special Revenue Funds

FEMA Reserve

This fund is used to account for the FEMA lease revenue.

General Impact Fee

The source of funding is a portion of the impact fees on new developments calculated in the City Fee Schedule. This fund is used for the CIP project per council approval.

Development Agreement Fee

The source of revenue is a portion of the impact fees on new developments calculated in a City fee schedule. The funds will be appropriated for CIP projects upon council approval.

M. Vierra Park

This fund is used to account for the grant funding for the development of M. Vierra Park.

SB 1 RMRA

This fund is used to account for receipts and expenditures of gas tax funds for road repair and maintenance under the California rehab program.

SB 325 TDA

This fund is used to account for receipts and expenditures of monies apportioned for street and road sweeping, repairs, maintenance and other street projects under the street and highway code 2105, 2016, 2107 and 2107.5 of the State of California.

Traffic Safety

This fund is used to account for receipts of motor vehicle fines and forfeitures expended for traffic projects.

Railroad Maintenance

This fund is used to account for expenses related to repairs for the railroad and intersecting streets.

Public Safety Augmentation

This fund is used to account for receipts and expenditure related to safety expenses.

Planning and Development

This fund is used to account for the City's participation in the Community Development Block Grant programs, which provides loans to rehab low income housing and First Time home buyers (generally low income).

Solid Waste Recreation

This fund is used for purchasing beverage trash containers located throughout the City right-of-way and public parks.

Gas Tax

This fund is used to account for receipts and expenditures of monies apportioned for street and road sweeping, repairs, maintenance and other street projects under the street and highway code 2105, 2016, 2107 and 2107.5 of the State of California.

NONMAJOR GOVERNMENTAL FUNDS

Butte Interagency Narcotics Task Force (BINTF)

This fund is used to account for the contribution of funds and service to BINTF.

Maintenance Districts

The funds are used to account for the receipts and expenditures of four districts within the City limit. The assessment of districts is the source of funding.

CDBG Housing Rehab/Drainage Grant

This fund is used to account for revenues and expenditures related to the Community Development Block Grant for housing rehabilitation and drainage.

Cal Home

This fund is used to account for Cal Home grant revenues and expenditures.

Police Explorer

The fund is used to pay the expenditures related to youth programs. Donations and fund raising are the sources of funding.

K-9 - Donations & Expenses

The fund is used to account for City donations and expenses.

Recreation Related

The fund is used to pay the expenditures related to recreational activities funded through the annual budget.

2021 Vierra Park Improvements

This fund is used to account for resources expended on Vierra Park improvements.

Home

This fund is used to account for Home program revenues and expenditures.

Gridley Sports Complex Fund

The fund is used to account for revenue and proceeds used to pay for capital improvement expenditures for the City's sports complex.

City of Gridley
Combining Balance Sheet
Nonmajor Governmental Funds
June 30, 2025

	Special Revenue Funds			
	FEMA Reserve Fund	General Impact Fee Fund	Development Agreement Fund	M. Vierra Park Fund
ASSETS				
Cash and investments	\$ 491,904	\$ 1,540,868	\$ 12,571	\$ -
Accounts receivable	-	-	-	-
Interest receivable	964	3,046	25	(80)
Taxes receivable	-	-	-	-
Due from other funds	-	-	-	-
Total assets	\$ 492,868	\$ 1,543,914	\$ 12,596	\$ (80)
LIABILITIES, DEFERRED INFLOWS AND FUND BALANCES				
Liabilities:				
Accounts payable	\$ -	\$ 13,943	\$ -	\$ -
Deposits payable	-	-	-	-
Due to other funds	-	-	-	-
Total liabilities	-	13,943	-	-
Fund Balances:				
Restricted:				
Redevelopment	-	1,529,971	12,596	-
Grants	492,868	-	-	-
Taxes and fees	-	-	-	-
Capital projects	-	-	-	-
Community development	-	-	-	-
Other	-	-	-	-
Unassigned	-	-	-	(80)
Total fund balances	492,868	1,529,971	12,596	(80)
Total liabilities, deferred inflows of resources and fund balances	\$ 492,868	\$ 1,543,914	\$ 12,596	\$ (80)

Cont'd

City of Gridley
Combining Balance Sheet
Nonmajor Governmental Funds
June 30, 2025

	Special Revenue Funds			
	SB 1 RMRA Fund	SB 325 TDA Fund	Traffic Safety Fund	Railroad Maintenance Fund
ASSETS				
Cash and investments	\$ 409,165	\$ 5,016	\$ 31,039	\$ -
Accounts receivable	-	-	1,927	-
Interest receivable	1,859	-	-	(35)
Taxes receivable	-	-	-	-
Due from other funds	-	329,029	-	-
Total assets	\$ 411,024	\$ 334,045	\$ 32,966	\$ (35)
LIABILITIES, DEFERRED INFLOWS AND FUND BALANCES				
Liabilities:				
Accounts payable	\$ -	\$ 412	\$ -	\$ -
Deposits payable	-	-	-	-
Due to other funds	-	490,924	54,102	-
Total liabilities	-	491,336	54,102	-
Fund Balances:				
Restricted:				
Redevelopment	-	-	-	-
Grants	-	-	-	-
Taxes and fees	411,024	-	-	-
Capital projects	-	-	-	-
Community development	-	-	-	-
Other	-	-	-	-
Unassigned	-	(157,291)	(21,136)	(35)
Total fund balances	411,024	(157,291)	(21,136)	(35)
Total liabilities, deferred inflows of resources and fund balances	\$ 411,024	\$ 334,045	\$ 32,966	\$ (35)

Cont'd

City of Gridley
Combining Balance Sheet
Nonmajor Governmental Funds
June 30, 2025

	Special Revenue Funds				
	Public Safety Augmentation Fund	Planning and Development Fund	Solid Waste Recreation Fund	Gas Tax Fund	Butte Interagency Narcotics Tac Force Fund
ASSETS					
Cash and investments	\$ 258,381	\$ -	\$ -	\$ 4,285	\$ 4,446
Accounts receivable	-	-	-	-	-
Interest receivable	452	-	-	3	-
Taxes receivable	2,462	-	-	-	-
Due from other funds	-	-	-	-	-
Total assets	\$ 261,295	\$ -	\$ -	\$ 4,288	\$ 4,446
LIABILITIES, DEFERRED INFLOWS AND FUND BALANCES					
Liabilities:					
Accounts payable	\$ -	\$ 3,245	\$ -	\$ 929	\$ -
Deposits payable	-	-	-	-	-
Due to other funds	-	180,300	-	-	-
Total liabilities	-	183,545	-	929	-
Fund Balances:					
Restricted:					
Redevelopment	-	-	-	-	-
Grants	-	-	-	-	-
Taxes and fees	261,295	-	-	-	4,446
Capital projects	-	-	-	3,359	-
Community development	-	-	-	-	-
Other	-	-	-	-	-
Unassigned	-	(183,545)	-	-	-
Total fund balances	261,295	(183,545)	-	3,359	4,446
Total liabilities, deferred inflows of resources and fund balances	\$ 261,295	\$ -	\$ -	\$ 4,288	\$ 4,446

Cont'd

City of Gridley
Combining Balance Sheet
Nonmajor Governmental Funds
June 30, 2025

	Special Revenue Funds				
	Maintenance Districts Fund	CDBG Housing Rehab/Drainage Grant Fund	Cal Home Fund	Police Explorer Fund	K-9 Donations & Expense Fund
ASSETS					
Cash and investments	\$ 156,358	\$ -	\$ 38,529	\$ -	\$ 1,692
Accounts receivable	-	-	-	-	-
Interest receivable	189	-	-	-	3
Taxes receivable	3,336	-	-	-	-
Due from other funds	-	-	-	-	-
Total assets	\$ 159,883	\$ -	\$ 38,529	\$ -	\$ 1,695
LIABILITIES, DEFERRED INFLOWS AND FUND BALANCES					
Liabilities:					
Accounts payable	\$ 194	\$ -	\$ -	\$ -	\$ -
Deposits payable	-	-	-	-	-
Due to other funds	18,106	-	-	-	-
Total liabilities	18,300	-	-	-	-
Fund Balances:					
Restricted:					
Redevelopment	141,583	-	-	-	-
Grants	-	-	-	-	-
Taxes and fees	-	-	-	-	-
Capital projects	-	-	-	-	-
Community development	-	-	38,529	-	-
Other	-	-	-	-	1,695
Unassigned	-	-	-	-	-
Total fund balances	141,583	-	38,529	-	1,695
Total liabilities, deferred inflows of resources and fund balances	\$ 159,883	\$ -	\$ 38,529	\$ -	\$ 1,695

Cont'd

City of Gridley
Combining Balance Sheet
Nonmajor Governmental Funds
June 30, 2025

Special Revenue Funds					
	Recreation Related Fund	2021 Vierra Park Improvements Fund	Home Fund	Gridley Sports Complex Fund	Total Nonmajor Governmental Funds
ASSETS					
Cash and investments	\$ 1,102	\$ 739	\$ 89,004	\$ -	\$ 3,045,099
Accounts receivable	-	-	175	-	2,102
Interest receivable	(116)	-	-	-	6,310
Taxes receivable	-	-	-	-	5,798
Due from other funds	-	-	-	-	329,029
Total assets	\$ 986	\$ 739	\$ 89,179	\$ -	\$ 3,388,338
LIABILITIES, DEFERRED INFLOWS AND FUND BALANCES					
Liabilities:					
Accounts payable	\$ 1,676	\$ -	\$ -	\$ 20,729	\$ 41,128
Deposits payable	375	-	-	-	375
Due to other funds	190,674	52,120	97,081	267,969	1,351,276
Total liabilities	192,725	52,120	97,081	288,698	1,392,779
Fund Balances:					
Restricted:					
Redevelopment	-	-	-	-	1,684,150
Grants	-	-	-	-	492,868
Taxes and fees	-	-	-	-	676,765
Capital projects	-	-	-	-	3,359
Community development	-	-	-	-	38,529
Other	-	-	-	-	1,695
Unassigned	(191,739)	(51,381)	(7,902)	(288,698)	(901,807)
Total fund balances	(191,739)	(51,381)	(7,902)	(288,698)	1,995,559
Total liabilities, deferred inflows of resources and fund balances	\$ 986	\$ 739	\$ 89,179	\$ -	\$ 3,388,338

Concluded

City of Gridley
Combining Statement of Revenues, Expenditures
and Changes in Fund Balances
Nonmajor Governmental Funds
For the Year Ended June 30, 2025

	Special Revenue Funds			
	FEMA Reserve Fund	General Impact Fee Fund	Development Agreement Fund	M. Vierra Park Fund
REVENUES				
Taxes and assessments	\$ -	\$ -	\$ -	\$ -
Licenses, permits and fees	-	-	-	-
Fines and forfeitures	-	-	-	-
Intergovernmental	-	-	-	-
Charges for services	-	331,708	-	-
Use of money and property	14,370	46,525	368	(80)
Other revenue	-	-	-	-
Total Revenues	<u>14,370</u>	<u>378,233</u>	<u>368</u>	<u>(80)</u>
EXPENDITURES				
Current:				
Streets and public works	-	-	-	-
Community development	-	-	-	-
Parks and recreation	-	-	-	-
Capital outlay	-	-	-	-
Total Expenditures	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Excess (Deficiency) of Revenues over Expenditures	<u>14,370</u>	<u>378,233</u>	<u>368</u>	<u>(80)</u>
OTHER FINANCING SOURCES (USES)				
Transfers in	-	-	-	-
Transfers out	-	-	-	-
Total Other Financing Sources (Uses)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net Change in Fund Balances	<u>14,370</u>	<u>378,233</u>	<u>368</u>	<u>(80)</u>
Fund Balances Beginning	478,498	1,151,738	12,228	-
Prior Period Restatements	-	-	-	-
Fund Balances Beginning, as Adjusted	<u>478,498</u>	<u>1,151,738</u>	<u>12,228</u>	<u>-</u>
Fund Balances Ending	<u>\$ 492,868</u>	<u>\$ 1,529,971</u>	<u>\$ 12,596</u>	<u>\$ (80)</u>

Cont'd

City of Gridley
Combining Statement of Revenues, Expenditures
and Changes in Fund Balances
Nonmajor Governmental Funds
For the Year Ended June 30, 2025

	Special Revenue Funds			
	SB 1 RMRA Fund	SB 325 TDA Fund	Traffic Safety Fund	Railroad Maintenance Fund
REVENUES				
Taxes and assessments	\$ 198,637	\$ 69,581	\$ -	\$ -
Licenses, permits and fees	-	-	-	-
Fines and forfeitures	-	-	23,117	-
Intergovernmental	-	-	-	-
Charges for services	-	-	-	-
Use of money and property	27,919	(29)	(102)	(35)
Other revenue	-	-	-	-
Total Revenues	<u>226,556</u>	<u>69,552</u>	<u>23,015</u>	<u>(35)</u>
EXPENDITURES				
Current:				
Streets and public works	-	93,421	-	-
Community development	-	-	-	-
Parks and recreation	-	-	-	-
Capital outlay	-	-	-	-
Total Expenditures	<u>-</u>	<u>93,421</u>	<u>-</u>	<u>-</u>
Excess (Deficiency) of Revenues over Expenditures	<u>226,556</u>	<u>(23,869)</u>	<u>23,015</u>	<u>(35)</u>
OTHER FINANCING SOURCES (USES)				
Transfers in	-	401,927	-	-
Transfers out	(675,893)	-	-	-
Total Other Financing Sources (Uses)	<u>(675,893)</u>	<u>401,927</u>	<u>-</u>	<u>-</u>
Net Change in Fund Balances	<u>(449,337)</u>	<u>378,058</u>	<u>23,015</u>	<u>(35)</u>
Fund Balances Beginning	860,361	(535,349)	(44,151)	-
Prior Period Restatements	-	-	-	-
Fund Balances Beginning, as Adjusted	<u>860,361</u>	<u>(535,349)</u>	<u>(44,151)</u>	<u>-</u>
Fund Balances Ending	<u>\$ 411,024</u>	<u>\$ (157,291)</u>	<u>\$ (21,136)</u>	<u>\$ (35)</u>

Cont'd

City of Gridley
Combining Statement of Revenues, Expenditures
and Changes in Fund Balances
Nonmajor Governmental Funds
For the Year Ended June 30, 2025

	Special Revenue Funds				
	Public Safety Augmentation Fund	Planning and Development Fund	Solid Waste Recreation Fund	Gas Tax Fund	Butte Interagency Narcotics Tac Force Fund
REVENUES					
Taxes and assessments	\$ -	\$ -	\$ -	\$ 189,034	\$ -
Licenses, permits and fees	-	4,378	-	-	-
Fines and forfeitures	-	-	-	-	-
Intergovernmental	32,698	-	-	102,489	-
Charges for services	-	-	-	-	-
Use of money and property	6,797	-	-	(922)	(30)
Other revenue	-	37,286	-	3,721	55
Total Revenues	<u>39,495</u>	<u>41,664</u>	<u>-</u>	<u>294,322</u>	<u>25</u>
EXPENDITURES					
Current:					
Streets and public works	-	-	-	430,313	-
Community development	-	224,517	-	-	-
Parks and recreation	-	-	-	-	-
Capital outlay	-	-	-	-	-
Total Expenditures	<u>-</u>	<u>224,517</u>	<u>-</u>	<u>430,313</u>	<u>-</u>
Excess (Deficiency) of Revenues over Expenditures	39,495	(182,853)	-	(135,991)	25
OTHER FINANCING SOURCES (USES)					
Transfers in	-	-	-	1,172,899	-
Transfers out	-	-	-	-	-
Total Other Financing Sources (Uses)	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,172,899</u>	<u>-</u>
Net Change in Fund Balances	39,495	(182,853)	-	1,036,908	25
Fund Balances Beginning	221,800	(692)	-	(1,033,549)	4,421
Prior Period Restatements	-	-	-	-	-
Fund Balances Beginning, as Adjusted	<u>221,800</u>	<u>(692)</u>	<u>-</u>	<u>(1,033,549)</u>	<u>4,421</u>
Fund Balances Ending	<u>\$ 261,295</u>	<u>\$ (183,545)</u>	<u>\$ -</u>	<u>\$ 3,359</u>	<u>\$ 4,446</u>

Cont'd

City of Gridley
Combining Statement of Revenues, Expenditures
and Changes in Fund Balances
Nonmajor Governmental Funds
For the Year Ended June 30, 2025

	Special Revenue Funds				
	Maintenance Districts Fund	CDBG Housing Rehab/Drainage Grant Fund	Cal Home Fund	Police Explorer Fund	K-9 Donations & Expense Fund
REVENUES					
Taxes and assessments	\$ 133,244	\$ -	\$ -	\$ -	\$ -
Licenses, permits and fees	-	-	-	-	-
Fines and forfeitures	-	-	-	-	-
Intergovernmental	-	-	-	-	-
Charges for services	-	-	-	-	-
Use of money and property	2,776	-	-	-	(15)
Other revenue	-	-	-	-	-
Total Revenues	136,020	-	-	-	(15)
EXPENDITURES					
Current:					
Streets and public works	43,228	-	-	-	-
Community development	-	-	-	-	-
Parks and recreation	-	-	-	-	-
Capital outlay	-	-	-	-	-
Total Expenditures	43,228	-	-	-	-
Excess (Deficiency) of Revenues over Expenditures	92,792	-	-	-	(15)
OTHER FINANCING SOURCES (USES)					
Transfers in	-	-	-	-	-
Transfers out	-	-	-	-	-
Total Other Financing Sources (Uses)	-	-	-	-	-
Net Change in Fund Balances	92,792	-	-	-	(15)
Fund Balances Beginning	48,791	-	38,529	-	1,710
Prior Period Restatements	-	-	-	-	-
Fund Balances Beginning, as Adjusted	48,791	-	38,529	-	1,710
Fund Balances Ending	\$ 141,583	\$ -	\$ 38,529	\$ -	\$ 1,695

Cont'd

City of Gridley
Combining Statement of Revenues, Expenditures
and Changes in Fund Balances
Nonmajor Governmental Funds
For the Year Ended June 30, 2025

	Special Revenue Funds				
	Recreation Related Fund	2021 Vierra Park Improvements Fund	Home Fund	Gridley Sports Complex Fund	Total Nonmajor Governmental Funds
REVENUES					
Taxes and assessments	\$ -	\$ -	\$ -	\$ -	\$ 590,496
Licenses, permits and fees	12,326	-	-	-	16,704
Fines and forfeitures	-	-	-	-	23,117
Intergovernmental	-	-	-	240,722	375,909
Charges for services	-	-	-	-	331,708
Use of money and property	(85)	(165)	2,313	-	99,605
Other revenue	41,771	-	-	-	82,833
Total Revenues	54,012	(165)	2,313	240,722	1,520,372
EXPENDITURES					
Current:					
Streets and public works	-	-	-	-	566,962
Community development	-	-	-	95,803	320,320
Parks and recreation	258,229	-	-	-	258,229
Capital outlay	-	-	-	363,552	363,552
Total Expenditures	258,229	-	-	459,355	1,509,063
Excess (Deficiency) of Revenues over Expenditures	(204,217)	(165)	2,313	(218,633)	11,309
OTHER FINANCING SOURCES (USES)					
Transfers in	-	-	-	-	1,574,826
Transfers out	-	-	-	-	(675,893)
Total Other Financing Sources (Uses)	-	-	-	-	898,933
Net Change in Fund Balances	(204,217)	(165)	2,313	(218,633)	910,242
Fund Balances Beginning	6,793	(51,216)	(10,215)	(70,065)	1,079,632
Prior Period Restatements	5,685	-	-	-	5,685
Fund Balances Beginning, as Adjusted	12,478	(51,216)	(10,215)	(70,065)	1,085,317
Fund Balances Ending	\$ (191,739)	\$ (51,381)	\$ (7,902)	\$ (288,698)	\$ 1,995,559

Concluded

NONMAJOR ENTERPRISE FUNDS

The *Drainage Fund* is used to account for the activities of the City's drainage operations.

The *Solid Waste Fund* is used to account for the activities of the City's solid waste operations.

The *Senior Taxi Fund* is used to account for the activities of the City's senior taxi operations.

City of Gridley
Combining Statement of Net Position
Proprietary Funds
June 30, 2025

	Business-Type Activities Enterprise Funds			Total
	Drainage Fund	Solid Waste Fund	Senior Taxi Fund	
ASSETS				
Current assets:				
Cash and investments	\$ -	\$ -	\$ 152,617	\$ 152,617
Due from other governments	-	-	963	963
Interest receivable	-	-	35	35
Due from other funds	-	-	490,924	490,924
Total assets	\$ -	\$ -	\$ 644,539	\$ 644,539
DEFERRED OUTFLOWS OF RESOURCES				
Pension adjustments	\$ -	\$ -	\$ 168,255	\$ 168,255
Total deferred outflows of resources	\$ -	\$ -	\$ 168,255	\$ 168,255
LIABILITIES				
Current liabilities:				
Accounts payable	\$ -	\$ -	\$ 6,152	\$ 6,152
Interest payable	9	3	-	12
Due to other funds	-	-	329,029	329,029
Compensated absences, current	-	-	7,679	7,679
Total current liabilities	9	3	342,860	342,872
Noncurrent liabilities:				
Net pension liability	-	-	437,776	437,776
Compensated absences, noncurrent	-	-	17,256	17,256
Total noncurrent liabilities	-	-	455,032	455,032
Total liabilities	\$ 9	\$ 3	\$ 797,892	\$ 797,904
DEFERRED INFLOWS OF RESOURCES				
Pension adjustments	\$ -	\$ -	\$ 30,953	\$ 30,953
Total deferred inflows of resources	\$ -	\$ -	\$ 30,953	\$ 30,953
NET POSITION				
Unrestricted	\$ (9)	\$ (3)	\$ (16,051)	\$ (16,063)
Total net position	\$ (9)	\$ (3)	\$ (16,051)	\$ (16,063)

The accompanying notes are an integral part of these financial statements.

City of Gridley

Combining Statement of Revenues, Expenses and Changes in Fund Net Position

Proprietary Funds

For the Year Ended June 30, 2025

	Business-Type Activities Enterprise Funds			Total
	Drainage Fund	Solid Waste Fund	Senior Taxi Fund	
OPERATING REVENUES				
Charges for services	\$ -	\$ -	\$ 3,834	\$ 3,834
Intergovernmental	-	-	337,035	337,035
Other revenue	-	-	25,683	25,683
Total operating revenues	<u>-</u>	<u>-</u>	<u>366,552</u>	<u>366,552</u>
OPERATING EXPENSES				
Salaries and benefits	-	-	136,726	136,726
Materials and supplies	-	-	10,321	10,321
Repairs and maintenance	-	-	9,842	9,842
Power and utilities	-	-	266	266
Administration	-	-	11,909	11,909
Total operating expenses	<u>-</u>	<u>-</u>	<u>169,064</u>	<u>169,064</u>
Operating income (loss)	-	-	197,488	197,488
NONOPERATING REVENUES(EXPENSES)				
Interest income	<u>(9)</u>	<u>(3)</u>	<u>(266)</u>	<u>(278)</u>
Change in net position	(9)	(3)	197,222	197,210
Total net position - beginning	-	-	(213,273)	(213,273)
Total net position - ending	<u>\$ (9)</u>	<u>\$ (3)</u>	<u>\$ (16,051)</u>	<u>\$ (16,063)</u>

The accompanying notes are an integral part of these financial statements.

City of Gridley
Combining Statement of Cash Flows
Proprietary Funds
For the Year Ended June 30, 2025

	Business-Type Activities			Total
	Enterprise Funds			
	Drainage Fund	Solid Waste Fund	Senior Taxi Fund	
Cash flows from operating activities:				
Receipts from customers	\$ -	\$ -	\$ 456,023	\$ 456,023
Payments to suppliers	-	-	(27,541)	(27,541)
Payments to employees	-	-	(152,775)	(152,775)
Net cash provided (used) by operating activities	-	-	275,707	275,707
Cash flows from investing activities:				
Investment income received	-	-	95	95
Net cash provided (used) by investing activities	-	-	95	95
Net increase (decrease) in cash and cash equivalents	-	-	28,128	28,128
Cash and cash equivalents - beginning	-	-	124,489	124,489
Cash and cash equivalents - ending	\$ -	\$ -	\$ 152,617	\$ 152,617
Reconciliation of operating income to net cash provided (used) by operating activities:				
Operating income (loss)	\$ -	\$ -	\$ 197,488	\$ 197,488
Adjustments to reconcile operating income (loss) to net cash provided (used) by operating activities:				
Changes in operating assets and liabilities:				
Due from other governments	-	-	89,471	89,471
Deferred outflows of resources	-	-	12,817	12,817
Accounts payable	-	-	4,797	4,797
Net pension liability	-	-	(8,214)	(8,214)
Compensated absences	-	-	1,380	1,380
Deferred inflows of resources	-	-	(22,032)	(22,032)
Net cash provided (used) by operating activities	\$ -	\$ -	\$ 275,707	\$ 275,707

The accompanying notes are an integral part of these financial statements.

PRIVATE PURPOSE TRUST FUNDS

Private Purpose Trust Funds

These funds include the Main Trust and Successor Agency.

The **Main Trust Fund** is used to account for trust arrangements where the balances and activity benefit individuals and organizations other than the City.

The **Successor Agency Fund** was created as a result of the State order to dissolve California Redevelopment Agencies. As the Successor Agency, this fund is used to track the activity by the Oversight Board and the Department of Finance to dissolve the Agency.

City of Gridley
Combining Statement of Fiduciary Net Position
Private Purpose Trust Funds
June 30, 2025

	Main Trust Fund	Successor Agency Fund	Total
ASSETS			
Cash and investments	\$ -	\$ 1,347,485	\$ 1,347,485
Restricted cash and investments	-	16,366	16,366
Interest receivable	-	440	440
Capital assets, land	-	1,302,116	1,302,116
Total assets	\$ -	\$ 2,666,407	\$ 2,666,407
DEFERRED OUTFLOWS OF RESOURCES			
Loss on debt refunding	\$ -	\$ 142,106	\$ 142,106
LIABILITIES			
Accounts payable	\$ -	\$ 53	\$ 53
Interest payable	40	74,972	75,012
Unearned revenue	-	250,040	250,040
Advances from the City	-	326,868	326,868
Long-term liabilities, current	-	130,000	130,000
Long-term liabilities, noncurrent	-	3,720,000	3,720,000
Total liabilities	\$ 40	\$ 4,501,933	\$ 4,501,973
NET POSITION			
Held in trust for private purposes	\$ (40)	\$ (1,693,420)	\$ (1,693,460)
Total net position	\$ (40)	\$ (1,693,420)	\$ (1,693,460)

City of Gridley
Combining Statement of Changes in Fiduciary Net Position
Private Purpose Trust Funds
For the Year Ended June 30, 2025

	Main Trust Fund	Successor Agency Fund	Total
ADDITIONS			
Property taxes	\$ -	\$ 626,225	\$ 626,225
Interest Income	(40)	6,458	6,418
Total additions	<u>(40)</u>	<u>632,683</u>	<u>632,643</u>
DEDUCTIONS			
Professional services	-	38,220	38,220
Administrative expense	-	3,912	3,912
Interest and fiscal charges	-	180,392	180,392
Total deductions	<u>-</u>	<u>222,524</u>	<u>222,524</u>
Change in net position	(40)	410,159	410,119
Total net position - beginning	<u>-</u>	<u>(2,103,579)</u>	<u>(2,103,579)</u>
Total net position - ending	<u>\$ (40)</u>	<u>\$ (1,693,420)</u>	<u>\$ (1,693,460)</u>

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CUSTODIAL FUNDS

Custodial Funds

The City administers two custodial funds, the Gridley Bid Fund and the Hospital JPA Administration Fund.

The **Gridley Bid Fund** is used to account for the use of resources received in relation to bidding and procurement.

The **Hospital JPA Administration Fund** is used to account for the use of resources held for the Hospital HPA administration.

City of Gridley
Combining Statement of Fiduciary Net Position
Custodial Funds
June 30, 2025

	Hospital JPA Administration Fund
ASSETS	
Total assets	<u><u>\$ -</u></u>
LIABILITIES	
Interest payable	<u>\$ 2</u>
Total liabilities	<u><u>\$ 2</u></u>
NET POSITION	
Restricted for individuals, organizations and other governments	<u>\$ (2)</u>
Total net position	<u><u>\$ (2)</u></u>

City of Gridley
Combining Statement of Changes in Fiduciary Net Position
Custodial Funds
For the Year Ended June 30, 2025

	Hospital JPA Administration Fund
	<u> </u>
ADDITIONS	\$ (2)
DEDUCTIONS	
None	<u>-</u>
Change in net position	(2)
Total net position - beginning	<u>-</u>
Total net position - ending	<u><u>\$ (2)</u></u>

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GENERAL FUND COMBINING SCHEDULES

The *General Fund* is the City's primary operating fund. This is the City's primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund. For the City, the general fund includes such activities as public safety, public ways and facilities, parks and recreation services, and economic development services.

City of Gridley
Combining Balance Sheet
General Fund
June 30, 2025

	General Fund	General Fund Reserve	Well Fund	City Hall Reserve Fund	Equipment Reserve Fund	Sick Leave Payout Reserve Fund	Total General Fund
ASSETS							
Cash and investments	\$ 803,179	\$ 3,260,376	\$ 42,675	\$ 92,735	\$ 1,854,368	\$ -	\$ 6,053,333
Accounts receivable	103,101	-	-	-	-	-	103,101
Interest receivable	1,103	6,577	84	178	3,519	(557)	10,904
Taxes receivable	324,412	-	-	-	-	-	324,412
Due from other funds	860,352	-	-	-	-	-	860,352
Prepaid items	91,532	-	-	-	-	-	91,532
Leases receivable	302,031	-	-	-	-	-	302,031
Advances to fiduciary funds	76,868	-	-	-	-	-	76,868
Total assets	\$ 2,562,578	\$ 3,266,953	\$ 42,759	\$ 92,913	\$ 1,857,887	\$ (557)	\$ 7,822,533
LIABILITIES, DEFERRED INFLOWS AND FUND BALANCES							
Liabilities:							
Accounts payable	\$ 1,108,817	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,108,817
Unearned revenue	24,101	-	-	-	-	-	24,101
Deposits payable	56,850	-	-	-	-	-	56,850
Total liabilities	1,189,768	-	-	-	-	-	1,189,768
Deferred Inflows of Resources:							
Leases	293,814	-	-	-	-	-	293,814
Total deferred inflows of resources	293,814	-	-	-	-	-	293,814
Fund Balances:							
Nonspendable							
Leases receivable	8,217	-	-	-	-	-	8,217
Advances to fiduciary funds	76,868	-	-	-	-	-	76,868
Prepaid items	91,532	-	-	-	-	-	91,532
Total nonspendable	176,617	-	-	-	-	-	176,617
Committed:							
Infrastructure reserve	-	-	42,759	-	-	-	42,759
Total committed	-	-	42,759	-	-	-	42,759
Assigned:							
Bond reserve	-	3,266,953	-	-	-	-	3,266,953
Equipment replacement	-	-	-	-	1,857,887	-	1,857,887
Building maintenance	-	-	-	92,913	-	-	92,913
Total assigned	-	3,266,953	-	92,913	1,857,887	-	5,217,753
Unassigned							
	902,379	-	-	-	-	(557)	901,822
Total fund balances	1,078,996	3,266,953	42,759	92,913	1,857,887	(557)	6,338,951
Total liabilities, deferred inflows of resources and fund balances	\$ 2,562,578	\$ 3,266,953	\$ 42,759	\$ 92,913	\$ 1,857,887	\$ (557)	\$ 7,822,533

City of Gridley

Combining Statement of Revenues, Expenditures and Changes in Fund Balances

General Fund

For the Year Ended June 30, 2025

	General Fund	General Fund Reserve Fund	Well Fund	City Hall Reserve Fund	Equipment Reserve Fund	Sick Leave Payout Reserve Fund	Eliminations	Total General Fund
REVENUES								
Taxes and assessments	\$3,237,217	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,237,217
Licenses, permits and fees	62,700	-	-	-	-	-	-	62,700
Fines and forfeitures	3,287	-	-	-	-	-	-	3,287
Intergovernmental	431,973	-	-	-	-	-	-	431,973
Charges for services	61,078	-	-	-	-	-	-	61,078
Use of money and property	27,551	98,087	1,249	2,655	52,406	(557)	-	181,391
Other revenue	145,718	-	-	-	-	-	-	145,718
Total Revenues	3,969,524	98,087	1,249	2,655	52,406	(557)	-	4,123,364
EXPENDITURES								
Current:								
General government	122,223	-	-	-	-	-	-	122,223
Public safety	6,094,226	-	-	-	-	-	-	6,094,226
Streets and public works	368,507	-	-	-	-	-	-	368,507
Community development	95,174	-	-	-	-	-	-	95,174
Parks and recreation	195,253	-	-	-	-	-	-	195,253
Capital outlay	10,515	-	-	-	-	-	-	10,515
Total Expenditures	6,885,898	-	-	-	-	-	-	6,885,898
Excess (Deficiency) of Revenues over Expenditures	(2,916,374)	98,087	1,249	2,655	52,406	(557)	-	(2,762,534)
OTHER FINANCING SOURCES (USES)								
Transfers in	2,279,660	-	-	-	-	-	(48,672)	2,230,988
Transfers out	(1,139,921)	(48,672)	-	-	-	-	48,672	(1,139,921)
Total Other Financing Sources (Uses)	1,139,739	(48,672)	-	-	-	-	-	1,091,067
Net Change in Fund Balances	(1,776,635)	49,415	1,249	2,655	52,406	(557)	-	(1,671,467)
Fund Balances Beginning	2,855,631	3,217,538	41,510	90,258	1,805,481	-	-	8,010,418
Fund Balances Ending	\$1,078,996	\$3,266,953	\$ 42,759	\$ 92,913	\$1,857,887	\$ (557)	\$ -	\$ 6,338,951

City Council Agenda Item #6
Staff Report

Date: March 2, 2026

To: Mayor and City Council

From: Elisa Arteaga, City Administrator

Subject: Solid Waste Rates (Waste Management) Contractual CPI and Extraordinary Expense Provisions - Follow-Up to Proposition 218 Public Hearing

x	Regular
	Special
	Closed
	Emergency

Recommendation

Receive and file this report confirming:

1. The existing Waste Management agreement authorizes annual Consumer Price Index (CPI) adjustments of up to five percent (5%);
2. In addition, the agreement provides for Extraordinary Service Fee Review Request I adjustments for documented extraordinary expenses to include “Processing facility and disposal facility/landfill tip fees that are not regulated by the Company.” Waste Management seeks an Extraordinary Fee Increase of an additional 1.79% as a result of increased fees at the County operated Neal Road landfill.
3. The City’s Proposition 218 noticing and public hearing process preserved compliance with Article XIII D of the California Constitution while fulfilling the City’s contractual obligations under the existing agreement for the extra-ordinary fee increase landfill costs and
4. Approve proposed solid waste increases pursuant to the terms of 2024 Waste Management Agreement.

Background

On February 2, 2026, the City Council conducted a duly noticed Proposition 218 public hearing regarding proposed solid waste rate adjustments.

As stated in the February 2 staff report:

- There is no new contract with Waste Management under consideration.
- The proposed adjustments relate solely to provisions already contained in the existing 2024 Waste Management agreement.
- **The City issued a Proposition 218 notice out of an abundance of caution because the Extra Ordinary Fee Increase provision of the existing agreement had not previously been exercised by Waste Management and that provision allows for fees greater than the previously Proposition 218 noticed CPI increases.**

On December 17, 2025, the City mailed 2,539 Proposition 218 notices to affected property owners.

At the close of the public hearing, the City Clerk tabulated written protests submitted in accordance with Article XIII D of the California Constitution. A total of four (4) written protests were received.

Four protests out of 2,539 noticed parcels does not constitute a majority protest as defined by Proposition 218. The number of protests received was not sufficient to prohibit the proposed

rate adjustments from being adopted. Accordingly, the City Council determined that no majority protest existed and approved the rates as noticed.

Contractual Rate Adjustment Authority

The existing Waste Management agreement includes two separate rate adjustment mechanisms:

1. Annual CPI Adjustment (Up to 5%)

The agreement authorizes an annual rate adjustment tied to the Consumer Price Index, capped at five percent (5%). This provision was negotiated and approved as part of the 2024 contract and was included in the Proposition 218 Notice at that time.

2. Extraordinary Service Rate Increase

The agreement authorizes additional rate adjustments when specific underlying “hard costs” increase, including but not limited to:

- “Processing facility and disposal facility/landfill tip fees that are not regulated by the Company”

As presented at the February 2 hearing, Waste Management experienced increased dumping fees at the County operated Neal Road Landfill. The agreement expressly allows cost recovery for such documented increases and Waste Management has provided documentation of the increase and fee calculation of an additional 1.7%.

Fiscal Impact

No fiscal impact to FY 25/26 Budget, rate adjustments are structured to recover increased disposal costs and authorized CPI adjustments consistent with the agreement.

Conclusion

- The existing Waste Management contract allows for annual CPI adjustments of up to five percent (5%) and additional adjustments for documented extraordinary expenses.
- The City mailed 2,539 notices and received four written protests. The protests did not constitute a majority protest under Proposition 218.
- The City Council’s action was therefore consistent with both constitutional requirements and the City’s contractual obligations.

Attachments

-Proposition 218 Notice of Public Hearing (mailed December 17, 2025)

-Fee Calculations

-Existing Waste Management Contract valid through December 31, 2028 (approved March 2024)



City of Gridley
685 Kentucky St., Gridley CA 95948
(530) 846-3631
www.gridley.ca.us

Notice of Public Hearing Proposed Rate Increase for Collection and Disposal of Solid Waste

NOTICE IS HEARBY GIVEN that the City Council of the City of Gridley, on Monday February 2nd, 2026, will hold a public hearing commencing at Gridley City Hall Council Chambers, 685 Kentucky St., Gridley, CA 95948 at 6:00 pm, to consider the following item:

ADOPTION OF PROPOSED RATE INCREASE FOR COLLECTION OF SOLID WASTE, GREEN WASTE, AND RECYCLABLES

This notice is given as a required Proposition 218 notice that is to be mailed to all impacted property owners and customers to advise of proposed rate changes. To view the proposed rates and contract please visit the City of Gridley's website gridley.ca.us/notice/prop218-wastemanagement. For any further questions please email Rachel Haines with Waste Management at rhaines@wm.com. The agenda and staff report will be published on the Friday before the scheduled City Council meeting at gridley.ca.us/government-and-departments/city-council/

Public Hearing Before: Gridley City Council

Hearing Date: Monday February 2nd, 2026, at 6:00 p.m.

Location: Gridley City Hall - Council Chambers, 685 Kentucky Street, Gridley, CA 95948

Affected property owners or customers of record subject to the imposition of the proposed rate adjustments have the right to submit written protests against the proposed rates. Written protests must be mailed to the address below or may also be hand delivered to the City Clerk at the February 2, 2026, City Council Meeting - Public Hearing in order to be counted. Protests may not be delivered electronically or verbally. Any written protest must: (1) state that the identified property owner or customer is in opposition to the proposed rates increase; (2) provide the location of the identified parcel (by assessor's parcel number, street address, or customer account); and (3) include the name and signature of the person submitting the protest. Although oral comments at the public hearing will not qualify as a formal protest unless accompanied by a written protest, the City of Gridley welcomes input from the community during the public hearing on the proposed solid waste rates. Only one protest may be registered per property.

Mail Protests to: City of Gridley, City Clerk, 685 Kentucky Street, Gridley, CA 95948

Please see proposed rate schedules attached



City of Gridley
685 Kentucky St., Gridley CA 95948
(530) 846-3631
www.gridley.ca.us

Aviso de Audiencia Pública

Propuesta de Aumento de Tarifas para la Recolección y Eliminación de Desechos Sólidos

SE DA AVISO de que el Concejo Municipal de la Ciudad de Gridley, el lunes 2 de Febrero de 2026, llevará a cabo una audiencia pública que comenzará en las Cámaras del Concejo del Ayuntamiento de Gridley, 685 Kentucky St., Gridley, CA 95948 a las 6:00 pm, para considerar el siguiente tema:

ADOPCIÓN DE LA PROPUESTA DE AUMENTO DE TARIFAS PARA EL COBRO DE RESIDUOS SÓLIDOS, RESIDUOS VERDES Y RECICLABLES

Este aviso se entrega como un aviso requerido de la Proposición 218 que debe enviarse por correo a todos los propietarios y clientes afectados para informar sobre los cambios de tarifas propuestos. Para ver las tarifas propuestas y el contrato, visite el sitio web de la ciudad de Gridley gridley.ca.us/notice/prop218-wastemanagement. Si tiene más preguntas, envíe un correo electrónico a Rachel Hines de Waste Management at rhines@wm.com. La agenda y el informe del personal se publicarán el viernes antes de la reunión programada del Concejo Municipal en gridley.ca.us/government-and-departments/city-council/.

Audiencia Pública Ante: Concejo Municipal de Gridley

Fecha de Audiencia: Lunes 2 de Febrero de 2026 a las 6:00 p.m.

Ubicación: Ayuntamiento de Gridley - Cámaras del Consejo, 685 Kentucky Street, Gridley, CA 95948

Los propietarios afectados o los clientes registrados sujetos a la imposición de los ajustes de tarifas propuestos tienen derecho a presentar protestas por escrito contra las tarifas propuestas. Las protestas por escrito deben enviarse por correo a la dirección que se indica a continuación o también pueden entregarse personalmente al Secretario Municipal en la reunión del Concejo Municipal del 2 de Febrero de 2026 - Audiencia Pública para ser contados. Las protestas no pueden ser entregadas electrónicamente o verbalmente. Cualquier protesta por escrito debe: (1) declarar que el propietario o cliente identificado se opone al aumento de tarifas propuesto; (2) Proporcione la ubicación de la parcela identificada (por número de parcela del evaluador, calle dirección, o cuenta de cliente); y (3) incluir el nombre y la firma de la persona que presenta la protesta. Aunque los comentarios orales en la audiencia pública no calificarán como una protesta formal a menos que vayan acompañados de una protesta por escrito, la Ciudad de Gridley agradece los comentarios de la comunidad durante la audiencia pública sobre las tarifas propuestas para los desechos sólidos. Solo se puede registrar una protesta por propiedad.

Envíe las protestas por correo a: City of Gridley, City Clerk, 685 Kentucky Street, Gridley, CA 95948



CITY OF GRIDLEY
Annual Rate Adjustment
Effective ~~1/1/2026~~ 3/1/2026
Residential Rates

Adjustment
6.62%

Residential Carts			
Service	Current Rate	Adjustment	Rate
35 gallon - Senior	\$23.22	\$1.54	\$24.76
35 gallon	\$27.61	\$1.83	\$29.44
64 gallon	\$31.91	\$2.11	\$34.02
95 gallon	\$37.33	\$2.47	\$39.80
Add'l 35 gallon	\$13.80	\$0.91	\$14.71
Add'l 64 gallon	\$15.96	\$1.06	\$17.02
Add'l 90 gallon	\$18.66	\$1.24	\$19.90

Extra Pickup Charges			
Service	Current Rate	Adjustment	Rate
35 gallon	\$11.34	\$0.75	\$12.09
64 gallon	\$13.01	\$0.86	\$13.87
95 gallon	\$13.01	\$0.86	\$13.87
Bag	\$6.09	\$0.40	\$6.49

Ancillary Charges			
Service	Current Rate	Adjustment	Rate
Long walk service. Up to 100 feet	\$13.19	\$0.87	\$14.06
Long walk service. 101 to 200 feet	\$26.45	\$1.75	\$28.20
Overfull Container (Snapshot)	\$11.75	\$0.78	\$12.53
Contamination charge	\$14.11	\$0.93	\$15.04
Extra Pickup / Go Back Charge	\$60.40	\$4.00	\$64.40
Replace lost or stolen cart	\$114.11	\$7.56	\$121.67
Replace or Exchange damaged container (not caused by WM)	\$114.11	\$7.56	\$121.67
Account reactivation charge (from bad pay) - no cart delivery	\$60.40	\$4.00	\$64.40
Account reactivation charge (from bad pay) - w/ cart delivery	\$107.42	\$7.11	\$114.53
Late Payment charge	2.5% of balance (\$5.00 min. Chg.)	N/A	2.5% of balance (\$5.00 min. Chg.)



CITY OF GRIDLEY
Annual Rate Adjustment
 Effective ~~4/1/2026~~ **3/1/2026**
Commercial Rates

Adjustment
6.62%

Commercial Carts	Rate
35 gallon	\$39.48
64 gallon	\$55.63
95 gallon	\$96.22
Add'l 35 gallon	\$37.99
Add'l 64 gallon	\$55.63
Add'l 90 gallon	\$96.22

	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
Commercial Bin Rates - Quantity 1	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$172.16	\$277.76	\$383.42	\$489.04	\$594.66	\$757.73
1.5 Yard	\$210.99	\$343.19	\$474.02	\$606.25	\$737.09	\$938.97
2 Yard	\$277.02	\$451.29	\$625.52	\$799.78	\$972.55	\$1,240.53
3 Yard	\$343.08	\$559.30	\$775.55	\$993.28	\$1,209.52	\$1,543.57
4 Yard	\$407.68	\$667.35	\$927.13	\$1,186.71	\$1,446.39	\$1,845.09
5 Yard	\$473.78	\$775.44	\$1,078.54	\$1,380.24	\$1,681.93	\$2,146.66
6 Yard	\$539.84	\$884.92	\$1,228.62	\$1,573.76	\$1,918.86	\$2,448.22
8 Yard	\$670.49	\$1,101.04	\$1,530.17	\$1,960.76	\$2,391.29	\$3,052.77

	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
Commercial Bin Rates - Quantity 2	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$335.86	\$547.06	\$758.30	\$969.54	\$1,182.27	\$1,506.90
1.5 Yard	\$413.38	\$676.37	\$939.44	\$1,202.53	\$1,465.63	\$1,869.42
2 Yard	\$545.47	\$894.02	\$1,241.03	\$1,589.59	\$1,938.01	\$2,473.98
3 Yard	\$676.18	\$1,110.10	\$1,544.04	\$1,976.61	\$2,410.54	\$3,077.08
4 Yard	\$808.32	\$1,326.15	\$1,845.74	\$2,363.50	\$2,882.78	\$3,681.65
5 Yard	\$939.06	\$1,543.80	\$2,147.14	\$2,751.94	\$3,355.40	\$4,284.74
6 Yard	\$1,071.11	\$1,759.84	\$2,448.69	\$3,139.00	\$3,827.79	\$4,889.37
8 Yard	\$1,332.42	\$2,193.55	\$3,053.22	\$3,912.93	\$4,772.60	\$6,097.02

	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
Commercial Bin Rates - Quantity 3	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$498.05	\$816.30	\$1,133.22	\$1,451.51	\$1,768.40	\$2,256.09
1.5 Yard	\$617.26	\$1,011.03	\$1,404.94	\$1,798.78	\$2,194.18	\$2,799.84
2 Yard	\$813.94	\$1,335.31	\$1,857.99	\$2,380.83	\$2,902.01	\$3,705.98
3 Yard	\$1,010.73	\$1,660.88	\$2,311.03	\$2,961.31	\$3,611.54	\$4,612.09
4 Yard	\$1,207.45	\$1,984.95	\$2,764.33	\$3,541.69	\$4,319.26	\$5,516.76
5 Yard	\$1,404.26	\$2,310.71	\$3,217.18	\$4,122.18	\$5,028.79	\$6,422.89
6 Yard	\$1,600.96	\$2,634.81	\$3,668.76	\$4,704.23	\$5,738.15	\$7,329.02
8 Yard	\$1,994.39	\$3,284.61	\$4,574.86	\$5,865.19	\$7,155.33	\$9,139.83

	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
Multi-Unit Residential Bin Rates	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$152.84	\$245.93	\$339.01	\$432.04	\$525.11	\$664.21
1.5 Yard	\$186.95	\$302.14	\$417.38	\$534.01	\$649.23	\$823.17
2 Yard	\$245.22	\$397.37	\$550.96	\$704.56	\$856.69	\$1,087.63
3 Yard	\$302.04	\$492.57	\$683.11	\$873.65	\$1,064.14	\$1,352.10
4 Yard	\$360.30	\$587.78	\$816.71	\$1,044.12	\$1,273.01	\$1,615.05
5 Yard	\$417.16	\$682.98	\$948.78	\$1,214.66	\$1,480.49	\$1,879.55
6 Yard	\$475.42	\$778.18	\$1,082.40	\$1,385.18	\$1,687.95	\$2,143.98
8 Yard	\$590.49	\$968.57	\$1,346.64	\$1,726.15	\$2,104.25	\$2,672.89

Commercial Recycling	Rate
64 Gallon - EOW	\$35.11
2 Yard - 1xWeek	\$104.09
3 Yard - 1xWeek	\$110.37
4 Yard - 1xWeek	\$119.14
6 Yard - 1xWeek	\$135.45

Extra Pickup Charges	Rate
35 gallon	\$12.42
64 gallon	\$14.27
95 gallon	\$14.27
Bag	\$6.63
1 Yard	\$75.15
1.5 Yard	\$89.42
2 Yard	\$111.37
3 Yard	\$146.49
4 Yard	\$173.19
5 yard	\$201.73
6 Yard	\$230.28
7 Yard	\$258.86
8 Yard	\$287.33

Ancillary Charges	Rate
Extra pickup non-service day Trip Charge	\$143.12
Contamination Bin	\$68.97
Contamination Cart	\$21.32
Lock bar and lock - one time installation charge	\$193.22
Lock service charge	\$1.42
Container clean/exchange	\$214.72
Replace lost or stolen container	WM Replacement Cost + 25%
Replace container. Damage not caused by WM	WM Replace/Repair Cost + 25%
Overfull Bin (Snapshot)	\$100.33
Overfull Cart (Snapshot)	\$18.82
Account reactivation charge (from bad pay) - no delivery	\$64.40
Account reactivation charge (from bad pay) - w/ delivery	\$279.13
Late Payment charge	2.5% of balance (\$5.00 min. Chg.)

CPI ADJUSTMENT. The Service Rates set forth in Exhibit 2 shall be adjusted on January 1st of each year, beginning January 1, 2025 and annually thereafter to reflect one-hundred percent (100%) of the annual change in the Consumer Price Index, series CUUR0000SEHG CPI-U Water and Sewer and Trash Collection Services, US City Average, not seasonally adjusted, as published by the United States Department of Labor, Bureau of Labor Statistics (CPI). Annual CPI adjustments shall have a 2% floor and 5% cap. If an annual CPI adjustment would otherwise be lower than 2% or above 5%, such difference will be applied to the following year's CPI adjustment. The Company shall submit a formal Request for Service Rates Adjustment to the City on an annual basis no later than November 1st of the current year.

EXTRAORDINARY SERVICE RATE REVIEW REQUEST. In addition to the annual CPI adjustment, the Service Rates shall, upon written request of Company, be further adjusted to fully capture increased expenses and lost revenue associated with performance of the services hereunder due to any one or more of the following causes: Uncontrollable Circumstance; Changes in Applicable Law that is effective after the Effective Date of this Agreement; Increase in surcharges, fees, assessments or taxes levied by federal, state or local regulatory authorities or other governmental entities related to the Franchise Services; Processing facility and disposal facility/landfill tip fees that are not regulated by the Company or an affiliate of the Company. Any other extraordinary circumstances or causes or reasons that are not within the reasonable control of Company.

If Company requests a Service Rates adjustment, it shall prepare a Service Rates adjustment request setting forth its calculations of the increased costs/lost revenue and accompanying adjustment to the Service Rates necessary to offset such increased costs/ lost revenue. The City may request documentation and data reasonably necessary to evaluate such request by Company, and may retain, at its own expense, an independent third party to audit and review such documentation and request. If such third party is retained, the City shall take reasonable steps, consistent with Applicable Law, to protect the confidential or proprietary nature of any data or information supplied by Company. The City shall approve all properly calculated Service Rates adjustments within ninety (90) days of Company's request, and the adjusted Service Rates shall be deemed to take effect as of the date of Company's request. In addition, if the request is based upon any new or increased third party fees taxes, assessments or charges, the City shall approve the Service Rates adjustment within such time period as necessary to ensure that such fees, taxes, assessments or charges are passed on to Service Recipients by the date the same are effective.

Rates with Extraordinary Rate Increase



CITY OF GRIDLEY Annual Rate Adjustment Effective 1/1/2026 Residential Rates

Adjustment
6.62%

Residential Carts			
Service	Current Rate	Adjustment	Rate
35 gallon - Senior	\$23.22	\$1.54	\$24.76
35 gallon	\$27.61	\$1.83	\$29.44
64 gallon	\$31.91	\$2.11	\$34.02
95 gallon	\$37.33	\$2.47	\$39.80
Add'l 35 gallon	\$13.80	\$0.91	\$14.71
Add'l 64 gallon	\$15.96	\$1.06	\$17.02
Add'l 90 gallon	\$18.66	\$1.24	\$19.90

Extra Pickup Charges			
Service	Current Rate	Adjustment	Rate
35 gallon	\$11.34	\$0.75	\$12.09
64 gallon	\$13.01	\$0.86	\$13.87
95 gallon	\$13.01	\$0.86	\$13.87
Bag	\$6.09	\$0.40	\$6.49

Ancillary Charges			
Service	Current Rate	Adjustment	Rate
Long walk service. Up to 100 feet	\$13.19	\$0.87	\$14.06
Long walk service. 101 to 200 feet	\$26.45	\$1.75	\$28.20
Overfull Container (Snapshot)	\$11.75	\$0.78	\$12.53
Contamination charge	\$14.11	\$0.93	\$15.04
Extra Pickup / Go Back Charge	\$60.40	\$4.00	\$64.40
Replace lost or stolen cart	\$114.11	\$7.56	\$121.67
Replace or Exchange damaged container (not caused by WM)	\$114.11	\$7.56	\$121.67
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Late Payment charge	2.5% of balance (\$5.00 min. Chg.)	N/A	2.5% of balance (\$5.00 min. Chg.)



CITY OF GRIDLEY
Annual Rate Adjustment
Effective 1/1/2026
Commercial Rates

Adjustment
6.62%

Commercial Carts	Rate
35 gallon	\$39.48
64 gallon	\$55.63
95 gallon	\$96.22
Add'l 35 gallon	\$37.99
Add'l 64 gallon	\$55.63
Add'l 90 gallon	\$96.22

Commercial Bin Rates - Quantity 1	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$172.16	\$277.76	\$383.42	\$489.04	\$594.66	\$757.73
1.5 Yard	\$210.99	\$343.19	\$474.02	\$606.25	\$737.09	\$938.97
2 Yard	\$277.02	\$451.29	\$625.52	\$799.78	\$972.55	\$1,240.53
3 Yard	\$343.08	\$559.30	\$775.55	\$993.28	\$1,209.52	\$1,543.57
4 Yard	\$407.68	\$667.35	\$927.13	\$1,186.71	\$1,446.39	\$1,845.09
5 Yard	\$473.78	\$775.44	\$1,078.54	\$1,380.24	\$1,681.93	\$2,146.66
6 Yard	\$539.84	\$884.92	\$1,228.62	\$1,573.76	\$1,918.86	\$2,448.22
8 Yard	\$670.49	\$1,101.04	\$1,530.17	\$1,960.76	\$2,391.29	\$3,052.77

Commercial Bin Rates - Quantity 2	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$335.86	\$547.06	\$758.30	\$969.54	\$1,182.27	\$1,506.90
1.5 Yard	\$413.38	\$676.37	\$939.44	\$1,202.53	\$1,465.63	\$1,869.42
2 Yard	\$545.47	\$894.02	\$1,241.03	\$1,589.59	\$1,938.01	\$2,473.98
3 Yard	\$676.18	\$1,110.10	\$1,544.04	\$1,976.61	\$2,410.54	\$3,077.08
4 Yard	\$808.32	\$1,326.15	\$1,845.74	\$2,363.50	\$2,882.78	\$3,681.65
5 Yard	\$939.06	\$1,543.80	\$2,147.14	\$2,751.94	\$3,355.40	\$4,284.74
6 Yard	\$1,071.11	\$1,759.84	\$2,448.69	\$3,139.00	\$3,827.79	\$4,889.37
8 Yard	\$1,332.42	\$2,193.55	\$3,053.22	\$3,912.93	\$4,772.60	\$6,097.02

Commercial Bin Rates - Quantity 3	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$495.05	\$816.30	\$1,133.22	\$1,451.51	\$1,768.40	\$2,256.09
1.5 Yard	\$617.36	\$1,011.03	\$1,404.94	\$1,798.78	\$2,194.18	\$2,793.84
2 Yard	\$813.94	\$1,335.31	\$1,857.99	\$2,380.83	\$2,902.01	\$3,705.98
3 Yard	\$1,010.73	\$1,660.88	\$2,311.03	\$2,961.31	\$3,611.54	\$4,612.09
4 Yard	\$1,207.45	\$1,984.95	\$2,764.33	\$3,541.69	\$4,319.26	\$5,516.76
5 Yard	\$1,404.26	\$2,310.71	\$3,217.18	\$4,122.18	\$5,028.79	\$6,422.89
6 Yard	\$1,600.96	\$2,634.81	\$3,668.76	\$4,704.23	\$5,738.15	\$7,329.02
8 Yard	\$1,994.39	\$3,284.61	\$4,574.86	\$5,865.19	\$7,155.33	\$9,139.83

Multi-Unit Residential Bin Rates	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$152.84	\$245.93	\$339.01	\$432.04	\$525.11	\$664.21
1.5 Yard	\$186.95	\$302.14	\$417.38	\$534.01	\$649.23	\$823.17
2 Yard	\$245.22	\$397.37	\$550.96	\$704.56	\$866.69	\$1,087.63
3 Yard	\$302.04	\$492.57	\$683.11	\$873.65	\$1,064.14	\$1,352.10
4 Yard	\$360.30	\$587.78	\$816.71	\$1,044.12	\$1,273.01	\$1,615.05
5 Yard	\$417.16	\$682.98	\$948.78	\$1,214.66	\$1,480.49	\$1,879.55
6 Yard	\$475.42	\$778.18	\$1,082.40	\$1,385.18	\$1,687.95	\$2,143.98
8 Yard	\$590.49	\$968.57	\$1,346.64	\$1,726.15	\$2,104.25	\$2,672.89

Commercial Recycling	Rate
64 Gallon - EOW	\$35.11
2 Yard - 1xWeek	\$104.09
3 Yard - 1xWeek	\$110.37
4 Yard - 1xWeek	\$119.14
6 Yard - 1xWeek	\$135.45

Extra Pickup Charges	Rate
35 gallon	\$12.42
64 gallon	\$14.27
95 gallon	\$14.27
Bag	\$6.63
1 Yard	\$75.15
1.5 Yard	\$89.42
2 Yard	\$111.37
3 Yard	\$146.49
4 Yard	\$173.19
5 Yard	\$201.73
6 Yard	\$230.28
7 Yard	\$258.86
8 Yard	\$287.33

Ancillary Charges	Rate
Extra pickup non-service day Trip Charge	\$143.12
Contamination Bin	\$68.97
Contamination Cart	\$21.32
Lock bar and lock - one time installation charge	\$193.22
Lock service charge	\$1.42
Container clean/exchange	\$214.72
Replace lost or stolen container	WM Replacement Cost + 25%
Replace container. Damage not caused by WM	WM Replace/Repair Cost + 25%
Overfull Bin (Snapshot)	\$100.33
Overfull Cart (Snapshot)	\$18.82
Account reactivation charge (from bad pay) - no delivery	\$64.40
Account reactivation charge (from bad pay) - w/ delivery	\$279.13
Late Payment charge	2.5% of balance (\$5.00 min. Chg.)



CITY OF GRIDLEY
Annual Rate Adjustment
Effective 1/1/2026
Debris Box Rates

Adjustment
6.62%

Debris Box - Municipal Solid Waste			
Service	Current Rate	Adjustment	Rate
20 Yard - MSW	\$531.04	\$35.17	\$566.21
30 Yard - MSW	\$601.21	\$39.82	\$641.03
40 Yard - MSW	\$676.35	\$44.79	\$721.14
20 Yard - Tires	\$1,062.12	\$70.34	\$1,132.46
30 Yard - Tires	\$1,200.71	\$79.52	\$1,280.23
40 Yard - Tires	\$1,549.75	\$102.64	\$1,652.39

Debris Box - Clean Recyclable Materials			
Service	Current Rate	Adjustment	Rate
20 Yard - Wood or Metal	\$324.03	\$21.46	\$345.49
30 Yard - Wood or Metal	\$365.73	\$24.22	\$389.95
40 Yard - Wood or Metal	\$402.47	\$26.66	\$429.13
20 Yard - Masonry	\$324.03	\$21.46	\$345.49
10 Yard - Concrete	\$345.69	\$22.89	\$368.58

Ancillary Fees			
Service	Current Rate	Adjustment	Rate
Demurrage - Per Day	\$18.68	\$1.24	\$19.92
Waste Trip Charge	\$69.56	\$4.61	\$74.17
Compactor - Per Yard	\$33.37	\$2.21	\$35.58
Delivery	\$201.38	\$13.34	\$214.72
Exchange	\$201.38	\$13.34	\$214.72
Trip Charge	\$201.38	\$13.34	\$214.72
Relocate	\$201.38	\$13.34	\$214.72
Removal	\$201.38	\$13.34	\$214.72
Excessive Net Weight	\$939.73	\$62.24	\$1,001.97
Replace lost or stolen Roll Off Box	WM Replacement Cost + 25%	N/A	WM Replacement Cost + 25%
Replace Roll Off Box. Damage not caused by WM	WM Replace/Repair Cost + 25%	N/A	WM Replace/Repair Cost + 25%
Account reactivation charge (from bad pay) - no delivery	\$59.59	\$3.95	\$63.54
Account reactivation charge (from bad pay) - w/ delivery	\$198.65	\$13.16	\$211.81
Late Payment charge	2.5% of balance (\$5.00 min. Chg.)	N/A	2.5% of balance (\$5.00 min. Chg.)



CITY OF GRIDLEY
Annual Rate Adjustment
Effective 1/1/2026
Ord Ranch Transfer Station

Adjustment
6.62%

ORD Ranch Road Transfer Station Rate Schedule

Service	Current Rate	Rounded Current Rate	Increase	Rate	Rounded Rate (to nearest dollar)
Minimum Charge	\$15.29	\$15.00	\$1.01	\$16.30	\$16.00
Up to 2 barrels	\$15.29	\$15.00	\$1.01	\$16.30	\$16.00
Up to 3 cans	\$15.29	\$15.00	\$1.01	\$16.30	\$16.00
Any size pickup	\$32.09	\$32.00	\$2.13	\$34.22	\$34.00
Bulky Items (each)	\$26.40	\$26.00	\$1.75	\$28.15	\$28.00
Appliances with Freon	\$57.68	\$58.00	\$3.82	\$61.50	\$62.00
Appliances without Freon	\$26.40	\$26.00	\$1.75	\$28.15	\$28.00
CRT's / Televisions up to 31" *	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Wire (per approx yard)	\$22.82	\$23.00	\$1.51	\$24.33	\$24.00
Car Tires	\$7.80	\$8.00	\$0.52	\$8.32	\$8.00
Truck Tires	\$22.82	\$23.00	\$1.51	\$24.33	\$24.00

*(for Televisions over 32" call City offices for appropriate disposal)



**CITY OF GRIDLEY
Annual Rate Adjustment
Effective 1/1/2026**

CPI for All Urban Consumers (CPI-U)

Series Id: CUUR0000SEHG
 Not Seasonally Adjusted
Series Title: Water and sewer and trash collection services in U.S. city average, all urban consumers, not seasonally adjusted
Area: U.S. city average
Item: Water and sewer and trash collection services
Base Period: DECEMBER 1997=100

CPI Change Calculation	
September 2024 Index	305.117
September 2025 Index	319.867
Difference	14.75
Index Percentage Change	4.83%
Previous Year Carry-Over	0.00%
CPI Change with Carry-Over	4.83%
Applied 2% Floor and 5% Cap	4.83%
Roll Over to be Applied Next Year	0.00%

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2020	248.846	249.751	250.359	250.673	250.921	251.435	252.401	253.974	254.266	254.781	255.65	256.456	252.459
2021	257.722	258.763	259.204	259.581	259.542	260.4	261.706	262.81	263.747	264.278	264.58	265.365	261.475
2022	268.128	269.521	269.621	270.419	270.844	271.925	273.097	274.984	276.759	276.892	277.824	278.464	273.207
2023	281.461	283.663	284.166	285.052	286.322	287.457	289.005	290.975	291.279	291.683	292.694	292.915	288.056
2024	297.079	298.751	299.183	300.178	299.987	300.652	302.106	303.311	305.117	306.336	308.015	308.234	302.412
2025	310.239	313.344	313.925	314.82	315.585	316.851	318.244	319.403	319.867				



**CITY OF GRIDLEY
Annual Rate Adjustment
Effective 1/1/2026**

Proposed Extraordinary Rate Adjustment for Neal Road Landfill

Disposal Change	
Rate Before 7/1/2025	\$48.64
New Rate Effective 7/1/2025	\$56.18
Rate Change	\$7.54
Rate Change %	15.50%
Disposal minus CPI Change	
CPI	4.83%
Disposal Increase minus CPI Increase	10.67%
Disposal Allocation	
MSW Disposal Cost	\$1,355,263
Total Operations Costs	\$8,079,651
EI Disposal Adjustment	16.77%
Rate Adjustment	
E.I. Disposal Rate Change (Applied to all rates in addition to existing PI)	1.79%

Rates WITHOUT Extraordinary Rate Increase



**CITY OF GRIDLEY
Annual Rate Adjustment
Effective 1/1/2026
Residential Rates**

Adjustment
4.83%

Residential Carts			
Service	Current Rate	Adjustment	Rate
35 gallon - Senior	\$23.22	\$1.12	\$24.34
35 gallon	\$27.61	\$1.33	\$28.94
64 gallon	\$31.91	\$1.54	\$33.45
95 gallon	\$37.33	\$1.80	\$39.13
Add'l 35 gallon	\$13.80	\$0.67	\$14.47
Add'l 64 gallon	\$15.96	\$0.77	\$16.73
Add'l 90 gallon	\$18.66	\$0.90	\$19.56

Extra Pickup Charges			
Service	Current Rate	Adjustment	Rate
35 gallon	\$11.34	\$0.55	\$11.89
64 gallon	\$13.01	\$0.63	\$13.64
95 gallon	\$13.01	\$0.63	\$13.64
Bag	\$6.09	\$0.29	\$6.38

Ancillary Charges			
Service	Current Rate	Adjustment	Rate
Long walk service. Up to 100 feet	\$13.19	\$0.64	\$13.83
Long walk service. 101 to 200 feet	\$26.45	\$1.28	\$27.73
Overfull Container (Snapshot)	\$11.75	\$0.57	\$12.32
Contamination charge	\$14.11	\$0.68	\$14.79
Extra Pickup / Go Back Charge	\$60.40	\$2.92	\$63.32
Replace lost or stolen cart	\$114.11	\$5.52	\$119.63
Replace or Exchange damaged container (not caused by WM)	\$114.11	\$5.52	\$119.63
Account reactivation charge (from bad pay) - no cart delivery	\$60.40	\$2.92	\$63.32
Account reactivation charge (from bad pay) - w/ cart delivery	\$107.42	\$5.19	\$112.61
Late Payment charge	2.5% of balance (\$5.00 min. Chg.)	N/A	2.5% of balance (\$5.00 min. Chg.)



CITY OF GRIDLEY
Annual Rate Adjustment
Effective 1/1/2026
Commercial Rates

Adjustment
4.83%

Commercial Carts	Rate
35 gallon	\$38.82
64 gallon	\$54.69
95 gallon	\$94.60
Add'l 35 gallon	\$37.35
Add'l 64 gallon	\$54.69
Add'l 90 gallon	\$94.60

	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
Commercial Bin Rates - Quantity 1	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$169.27	\$273.10	\$376.98	\$480.83	\$584.68	\$745.01
1.5 Yard	\$207.44	\$337.43	\$466.07	\$596.07	\$724.72	\$923.22
2 Yard	\$272.37	\$443.72	\$615.03	\$786.36	\$956.23	\$1,219.71
3 Yard	\$337.32	\$549.91	\$762.54	\$976.61	\$1,189.22	\$1,517.66
4 Yard	\$400.84	\$656.15	\$911.57	\$1,166.80	\$1,422.12	\$1,814.12
5 Yard	\$465.83	\$762.42	\$1,060.44	\$1,357.08	\$1,653.71	\$2,110.63
6 Yard	\$530.78	\$870.07	\$1,208.00	\$1,547.35	\$1,886.66	\$2,407.13
8 Yard	\$659.23	\$1,082.56	\$1,504.49	\$1,927.86	\$2,351.15	\$3,001.54

	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
Commercial Bin Rates - Quantity 2	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$330.23	\$537.88	\$745.58	\$953.27	\$1,162.42	\$1,481.61
1.5 Yard	\$406.44	\$665.02	\$923.68	\$1,182.34	\$1,441.03	\$1,838.04
2 Yard	\$536.32	\$879.02	\$1,220.20	\$1,562.91	\$1,905.48	\$2,432.46
3 Yard	\$664.83	\$1,091.47	\$1,518.12	\$1,943.43	\$2,370.08	\$3,025.44
4 Yard	\$794.75	\$1,303.90	\$1,814.76	\$2,323.83	\$2,834.40	\$3,619.86
5 Yard	\$923.30	\$1,517.89	\$2,111.10	\$2,705.75	\$3,299.09	\$4,212.83
6 Yard	\$1,053.14	\$1,730.31	\$2,407.59	\$3,086.32	\$3,763.55	\$4,807.32
8 Yard	\$1,310.06	\$2,156.74	\$3,001.98	\$3,847.26	\$4,692.50	\$5,994.69

	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
Commercial Bin Rates - Quantity 3	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$489.69	\$802.60	\$1,114.20	\$1,427.15	\$1,738.73	\$2,218.22
1.5 Yard	\$606.90	\$994.06	\$1,381.36	\$1,768.59	\$2,157.36	\$2,752.85
2 Yard	\$800.28	\$1,312.90	\$1,826.81	\$2,340.87	\$2,853.30	\$3,643.78
3 Yard	\$993.77	\$1,633.00	\$2,272.24	\$2,911.61	\$3,550.93	\$4,534.69
4 Yard	\$1,187.19	\$1,951.63	\$2,717.93	\$3,482.25	\$4,246.77	\$5,424.18
5 Yard	\$1,380.69	\$2,271.93	\$3,163.18	\$4,053.00	\$4,944.40	\$6,315.09
6 Yard	\$1,574.10	\$2,590.59	\$3,607.18	\$4,625.28	\$5,641.84	\$7,206.02
8 Yard	\$1,960.92	\$3,229.49	\$4,498.08	\$5,766.75	\$7,035.25	\$8,986.44

	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
Multi-Unit Residential Bin Rates	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$150.28	\$241.80	\$333.32	\$424.79	\$516.29	\$653.06
1.5 Yard	\$183.81	\$297.07	\$410.37	\$525.05	\$638.33	\$809.36
2 Yard	\$241.11	\$390.70	\$541.72	\$692.74	\$842.32	\$1,069.37
3 Yard	\$296.97	\$484.30	\$671.65	\$858.98	\$1,046.28	\$1,329.40
4 Yard	\$354.25	\$577.92	\$803.00	\$1,026.59	\$1,251.65	\$1,587.94
5 Yard	\$410.16	\$671.52	\$932.86	\$1,194.27	\$1,455.64	\$1,848.00
6 Yard	\$467.44	\$765.12	\$1,064.24	\$1,361.93	\$1,659.62	\$2,108.00
8 Yard	\$580.58	\$952.32	\$1,324.04	\$1,697.18	\$2,068.93	\$2,628.03

Commercial Recycling	Rate
64 Gallon - EOW	\$34.52
2 Yard - 1xWeek	\$102.34
3 Yard - 1xWeek	\$108.51
4 Yard - 1xWeek	\$117.14
6 Yard - 1xWeek	\$133.18

Extra Pickup Charges	Rate
35 gallon	\$12.21
64 gallon	\$14.03
95 gallon	\$14.03
Bag	\$6.52
1 Yard	\$73.89
1.5 Yard	\$87.92
2 Yard	\$109.50
3 Yard	\$144.03
4 Yard	\$170.28
5 yard	\$198.34
6 Yard	\$226.42
7 Yard	\$254.51
8 Yard	\$282.51

Ancillary Charges	Rate
Extra pickup non-service day Trip Charge	\$140.72
Contamination Bin	\$67.82
Contamination Cart	\$20.97
Lock bar and lock - one time installation charge	\$189.98
Lock service charge	\$1.39
Container clean/exchange	\$211.11
Replace lost or stolen container	WM Replacement Cost + 25%
Replace container. Damage not caused by WM	WM Replace/Repair Cost + 25%
Overfull Bin (Snapshot)	\$98.65
Overfull Cart (Snapshot)	\$18.50
Account reactivation charge (from bad pay) - no delivery	\$63.32
Account reactivation charge (from bad pay) - w/ delivery	\$274.44
Late Payment charge	2.5% of balance (\$5.00 min. Chg.)



CITY OF GRIDLEY
Annual Rate Adjustment
Effective 1/1/2026
Debris Box Rates

Adjustment
4.83%

Debris Box - Municipal Solid Waste			
Service	Current Rate	Adjustment	Rate
20 Yard - MSW	\$531.04	\$25.67	\$556.71
30 Yard - MSW	\$601.21	\$29.06	\$630.27
40 Yard - MSW	\$676.35	\$32.69	\$709.04
20 Yard - Tires	\$1,062.12	\$51.34	\$1,113.46
30 Yard - Tires	\$1,200.71	\$58.04	\$1,258.75
40 Yard - Tires	\$1,549.75	\$74.91	\$1,624.66

Debris Box - Clean Recyclable Materials			
Service	Current Rate	Adjustment	Rate
20 Yard - Wood or Metal	\$324.03	\$15.66	\$339.69
30 Yard - Wood or Metal	\$365.73	\$17.68	\$383.41
40 Yard - Wood or Metal	\$402.47	\$19.45	\$421.92
20 Yard - Masonry	\$324.03	\$15.66	\$339.69
10 Yard - Concrete	\$345.69	\$16.71	\$362.40

Ancillary Fees			
Service	Current Rate	Adjustment	Rate
Demurrage - Per Day	\$18.68	\$0.90	\$19.58
Waste Trip Charge	\$69.56	\$3.36	\$72.92
Compactor - Per Yard	\$33.37	\$1.61	\$34.98
Delivery	\$201.38	\$9.73	\$211.11
Exchange	\$201.38	\$9.73	\$211.11
Trip Charge	\$201.38	\$9.73	\$211.11
Relocate	\$201.38	\$9.73	\$211.11
Removal	\$201.38	\$9.73	\$211.11
Excessive Net Weight	\$939.73	\$45.42	\$985.15
Replace lost or stolen Roll Off Box	WM Replacement Cost + 25%	N/A	WM Replacement Cost + 25%
Replace Roll Off Box. Damage not caused by WM	WM Replace/Repair Cost + 25%	N/A	WM Replace/Repair Cost + 25%
Account reactivation charge (from bad pay) - no delivery	\$59.59	\$2.88	\$62.47
Account reactivation charge (from bad pay) - w/ delivery	\$198.65	\$9.60	\$208.25
Late Payment charge	2.5% of balance (\$5.00 min. Chg.)	N/A	2.5% of balance (\$5.00 min. Chg.)



CITY OF GRIDLEY
Annual Rate Adjustment
Effective 1/1/2026
Ord Ranch Transfer Station

Adjustment
4.83%

ORD Ranch Road Transfer Station Rate Schedule

Service	Current Rate	Rounded Current Rate	Increase	Rate	Rounded Rate (to nearest dollar)
Minimum Charge	\$15.29	\$15.00	\$0.74	\$16.03	\$16.00
Up to 2 barrels	\$15.29	\$15.00	\$0.74	\$16.03	\$16.00
Up to 3 cans	\$15.29	\$15.00	\$0.74	\$16.03	\$16.00
Any size pickup	\$32.09	\$32.00	\$1.55	\$33.64	\$34.00
Bulky Items (each)	\$26.40	\$26.00	\$1.28	\$27.68	\$28.00
Appliances with Freon	\$57.68	\$58.00	\$2.79	\$60.47	\$60.00
Appliances without Freon	\$26.40	\$26.00	\$1.28	\$27.68	\$28.00
CRT's / Televisions up to 31" *	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Wire (per approx yard)	\$22.82	\$23.00	\$1.10	\$23.92	\$24.00
Car Tires	\$7.80	\$8.00	\$0.38	\$8.18	\$8.00
Truck Tires	\$22.82	\$23.00	\$1.10	\$23.92	\$24.00

*(for Televisions over 32" call City offices for appropriate disposal)



**CITY OF GRIDLEY
Annual Rate Adjustment
Effective 1/1/2026**

CPI for All Urban Consumers (CPI-U)

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2025	310.239	313.344	313.925	314.82	315.585	316.851	318.244	319.403	319.867				



Butte County Board of Supervisors Agenda Transmittal

Clerk of the Board Use Only

Agenda Item:

5.03

Subject: Resolution Amending the Master Fee Schedule at the Neal Road Recycling and Waste Facility (NRRWF)

Department: Public Works

Meeting Date Requested: May 28, 2024

Contact: Joshua Pack / C.Cissell

Phone: 530.538.7681

Regular Agenda

Consent Agenda

Department Summary: *(Information provided in this section will be included on the agenda. Attach explanatory memorandum and other background as necessary).*

The Board of Supervisors previously approved NRRWF rate adjustments on November 6, 2012. Current fiscal projections suggest the NRRWF will exhaust all remaining fund balances before June 30, 2026, without a rate adjustment.

The Department presented a draft NRRWF Master Plan to the Board of Supervisors on October 10, 2023, and March 12, 2024. These presentations included a detailed fiscal analysis and recommended rate adjustments to ensure fiscally sustainable operations. The Board provided valuable feedback during these presentations and directed staff to return with updated information for its consideration.

The recommended master fee schedule adjustments include tipping fee increases of 23% (\$51.80/ton) for FY 2024-25 and 23% (\$63.71/ton) for FY 2025-26. Subsequent master fee schedule adjustments after FY 2025-26 would be subject to annual inflationary adjustments per the Butte County Municipal Code. These recommended adjustments will provide NRRWF with the necessary funding to continue offering the services expected by the community, ensure compliance with applicable regulatory compliance measures, and deliver the projects and programs identified in the Master Plan.

The Department recommends adopting a resolution amending the master fee schedule at the NRRWF.

Fiscal Impact:

Adopting the Master Fee Schedule may result in a \$2 million revenue increase in FY 2024-25 and \$4 million in FY 2025-26 compared to current fiscal year landfill revenues. Subsequent revenues would be dependent on inflationary adjustments.

Personnel Impact:

Does not apply

Action Requested:

Adopt Resolution and authorize the Chair to sign.

Administrative Office Review: Dawn Nevers, Deputy Chief Administrative Officer





BOARD OF SUPERVISORS
COUNTY OF BUTTE, STATE OF CALIFORNIA

Resolution No.

RESOLUTION AMENDING THE MASTER FEE SCHEDULE AT THE NEAL ROAD RECYCLING AND WASTE FACILITY

WHEREAS, the Board of Supervisors previously established the Neal Road Recycling and Waste Facility (NRRWF) Master Fee Schedule by Resolution on November 6, 2012; and

WHEREAS, the Master Fee Schedule has not been amended since 2015; and

WHEREAS, the Master Fee Schedule is a schedule of fees for services provided by the NRRWF; and

WHEREAS, the County of Butte is authorized to adopt and implement fees for services, provided, however, that such fees do not exceed the estimated reasonable cost of providing such services; and

WHEREAS, the County of Butte, Department of Public Works, recently completed a Master Plan study that included recommended master fee schedule adjustments to ensure the Solid Waste Enterprise Fund is sufficient to meet operating requirements under Butte County Code sections 3-70 and 3-331; and

WHEREAS, the Board of Supervisors desires to increase the Master Fee Schedule to reflect the recommendations in the Master Plan and ensure adequate revenues to meet the operating requirements and deliver projects and programs identified in the Master Plan.

NOW, THEREFORE, BE IT RESOLVED that the Butte County Board of Supervisors adopts the amended Master Fee Schedule outlined in Exhibit A. The amended rates shall become effective on July 1, 2024.

PASSED AND ADOPTED by the Butte County Board of Supervisors this 28th day of May, 2024, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Tod Kimmelshue, Chair
Butte County Board of Supervisors

ATTEST:

Andy Pickett, Chief Administrative Officer
and Clerk of the Board of Supervisors

By: _____
Deputy



Tipping fee increasing from \$42.11 to \$51.80

DEPARTMENT OF PUBLIC WORKS

7 County Center Drive, Oroville, CA 95965
(P) 530.538.7681 (F) 530.538.7171

MASTER FEE SCHEDULE

Description	Amount	Per	Authority
NEAL ROAD RECYCLING AND WASTE FACILITY GATE FEES			

A. Self Haul Vehicles			
1. Minimum Charge per Vehicle, up to 540 lbs. net weight MSW	\$10.00	Vehicle	
2. Charge per Vehicle, 541 to 1,027 lbs. net weight MSW	\$19.00	Vehicle	
3. Charge per Vehicle, 1,028 to 1,514 lbs. net weight MSW	\$28.00	Vehicle	
4. Charge for All Other Vehicles, Over 1,515 lbs. net weight MSW	\$42.11	Ton	
5. 32 Gallon Bag	\$1.50	Bag	
B. Commercial Haulers			
	\$42.11	Ton	
<i>All loads, including construction and demolition debris, bulky items (excluding tires, bailing wire and stumps).</i>			
C. Clean Fill Dirt			
	\$0.00		
<i>No contaminants, litter, yard waste, or C&D debris.</i>			
D. Asphalt or Concrete			
1. Clean Asphalt or Concrete	\$0.00		
<i>No contaminants, rebar, litter, or C&D debris.</i>			
2. Other Asphalt or Concrete	\$8.00	Ton	
<i>Concrete must not be over 2 feet in dimension and must not have exposed rebar over 5 inches.</i>			
E. Scrap Metal			
	\$3.50	Ton	
F. Bulky Items			
	\$6.00	Item	
<i>Mattresses, box springs, furniture, carpet, appliances. Appliances with Freon must be certified as Freon-free.</i>			
1. Mattresses, Box Springs (Residential)	\$0.00	Item	PRC 42985
2. Mattresses, Box Springs (Commercial)	\$9.00	Item	
G. Freon Containing Units (Limit 2/Visit)			
	\$15.00	Item	
<i>Per item, \$30 per item after two. Refrigerators, freezers, air-conditioning units, ice makers, water coolers.</i>			
H. Cathode Ray Tubes and Electronics:			
1. Televisions and Computer Monitors	\$0.00		
2. Other Small Electronic Waste (Dimensions not exceeding 24" - VCRs, Microwaves, Stereos, etc.)	\$0.00		
3. Other Large Electronic Waste (Dimensions over 24" - Copiers, Computer Servers, etc.)	\$0.24	Pound	
I. Stumps			
1. Less than 24" trunk diameter (Measured above the rootball)	\$10.00	Stump	
2. Greater than 24" trunk diameter (Measured above the rootball)	\$30.00	Ton	
<i>Plus special handling fee.</i>			

Condensing charges and removing all bracketed charges and including all materials charged at the tipping rate this includes A,B,C and D with a minimum charge of \$12

Removing Bulky Items (F). Items will be charged at the normal tipping rate excluding mattresses and box springs they will remain the same.

Changing the Stumps (I) charge to normal tipping fee + special handling fee for stumps grater than 24" diameter and removing the \$10 stump fee



DEPARTMENT OF PUBLIC WORKS

7 County Center Drive, Oroville, CA 95965

(P) 530.538.7681 (F) 530.538.7171

MASTER FEE SCHEDULE

Description	Amount	Per	Authority
J. Tires			
<i>Tires with rims charged double fee. Limit - 9 tires per vehicle unless accompanied by Waste Tire Manifest.</i>			
1. Up to 36" O.D.	\$2.00	Tire	Increasing the fee of tires on line 1. and 2. from \$2 to \$4 and from \$4 to \$8
2. 36" to 48" O.D.	\$4.00	Tire	
3. 48" to 60" O.D.	\$13.00	Tire	
4. Over 60" or Large Loads	\$200.00	Tire	
5. Cut Tires (Split, sliced, or quartered)	\$200.00	Tire	
K. Septage	\$71.11	Ton	
L. Special Handling			
1. Special Handling	\$60.00	Load	Removing Overweight charge
<i>Request by appointment. (NF-Asbestos, large stumps or other loads requiring immediate cover or Landfill Personnel assistance.)</i>			
2. Overweight Vehicle	\$218.68	Load	
<i>Fee applied to vehicles that exceed current legal weight limits (per vehicle code) and pose a safety concern to travel in and through landfill roadways and disposal area. Overweight vehicle will be directed for proper unloading. Fee covers cost of the landfill staff, equipment and unloading area use. Vehicles that exceed current legal weights (per vehicle code) will be charged a per load fee, based upon Caltrans Equipment Owner and Rental Rates (2019) and are subject to and approximately a twenty (20) minute delay.</i>			
M. Untarped Load Fee	\$8.11		Increasing rate to \$10 from \$8.11
N. Commercial Hauler Prohibited Waste Extraction (and storage in their container)	\$15.00	Occurrence	
O. Credit Application Fee - Administration			
1. Per Individual	\$45.00		
2. Per Corporation	\$68.00		
P. Fluorescent Tubes			
1. 0-32 Lineal Feet	\$0.00		
2. >32 Lineal Feet	\$0.16	Lineal Foot	
Q. Radio-Frequency Identification (RFID) Tags	\$15.00	Tag	
<i>When commercial accounts are set up with the Department, there is the option to obtain an radio-frequency identification (RFID) tag which allows vehicles to pass faster through the scale system. This is an optional device for commercial account holders.</i>			
R. Weighmaster Certificate	\$7.88	Occurrence	
			Adding: Dead Animal- tipping fee +special handling Soil Evaluation Fee- TBA

Neal Road Recycling and Waste Facility Gate fees effective April 27, 2018.



DEPARTMENT OF PUBLIC WORKS

7 County Center Drive, Oroville, CA 95965

(P) 530.538.7681 (F) 530.538.7171

MASTER FEE SCHEDULE

Description	Amount	Per	Authority
NEAL ROAD RECYCLING AND WASTE FACILITY GATE FEES			
A. All Garbage, Trash, Debris, Refuse, Concrete, Asphalt, Soil and Organic Waste.	\$51.80	Ton	
Minimum Charge	\$12.00	Vehicle	
A. Scrap Metal	\$3.50	Ton	
B. Freon Containing Units (Limit 2/Visit)	\$15.00	Item	
Per item, \$30 per item after two. Refrigerators, freezers, air-conditioning units, ice makers, water coolers.			
C. Mattresses, Box Springs			
1. Mattresses, Box Springs (Residential)	\$0.00	Item	
2. Mattresses, Box Springs (Commercial)	\$9.00	Item	
E. Cathode Ray Tubes and Electronics:			
Televisions and Computer Monitors	\$0.00	Item	
Other Small Electronic Waste (Dimensions not exceeding 24" - VCRs, Microwaves, Stereos, etc.)	\$0.00	Item	
Other Large Electronic Waste (Dimensions over 24" - Copiers, Computer Servers, etc.)	\$0.24	Pound	
E. Stumps			
Greater than 24" trunk diameter (Measured above the rootball) <i>Plus special handling fee.</i>	\$51.80+ \$60.00	Load	
G. Tires			
<i>Tires with rims charged double fee. Limit - 9 tires per vehicle unless accompanied by Waste Tire Manifest.</i>			
Up to 36" O.D.	\$4.00	Tire	
36" to 48" O.D.	\$8.00	Tire	
48" to 60" O.D.	\$13.00	Tire	
Over 60" or Large Loads	\$200.00	Tire	
Cut Tires (Split, sliced, or quartered)	\$200.00	Tire	
H. Weighmaster Certificate	\$7.88	Occurrence	
I. Septage	\$71.11	Ton	
J. Special Handling	\$60.00	Load	
Special Handling			
<i>Request by appointment. (NF-Asbestos, large stumps or other loads requiring immediate cover or Landfill Personnel assistance.)</i>			
K. Un-tarped Load Fee	\$10.00		
L. Dead Animal	\$51.80 ton + \$60	Load	
M. Commercial Hauler Prohibited Waste Extraction	\$15.00	Occurrence	
N. Soil Evaluation Fee	\$185.00	Occurrence	
O. Credit Application Fee -Administration			
Per Individual	\$45.00		
Per Corporation	\$68.00	Occurrence	
K. Flourescent Tubes			
0-32 Lineal Feet	\$0.00		
>32 Lineal Feet	\$0.16	Lineal Foot	

When commercial accounts are set up with the Department, there is the option to obtain an radio-frequency identification (RFID) tag which allows vehicles to pass faster through the scale system. This is an optional device for commercial account holders.

Neal Road Recycling and Waste Facility Gate fees effective July 1, 2024



DEPARTMENT OF PUBLIC WORKS

7 County Center Drive, Oroville, CA 95965

(P) 530.538.7681 (F) 530.538.7171

MASTER FEE SCHEDULE

Description	Amount	Per
NEAL ROAD RECYCLING AND WASTE FACILITY GATE FEES		
A. All Garbage, Trash, Debris, and Refuse	\$56.18	Ton
<i>Minimum Charge</i>	\$13.00	Load
B. Green & Wood Waste	\$42.11	Ton
C. Clean Asphalt, Soil, and Concrete	\$0.00	Ton
D. Scrap Metal	\$3.50	Ton
E. Appliances <i>(Washers, dyers, stoves, water heaters, and dishwashers)</i>	\$6.00	Item
F. Freon Containing Units <i>(\$30 per item after two. Refrigerators, freezers, air-conditioning units, ice makers, water coolers.)</i>	\$15.00	
G. Mattresses, Box Springs		
1. <i>Mattresses, Box Springs (Residential)</i>	\$0.00	Item
2. <i>Mattresses, Box Springs (Commercial)</i>	\$9.00	Item
H. Cathode Ray Tubes and Electronics:		
<i>Televisions and Computer Monitors and other Small Electronic Waste (Dimensions not exceeding 24" - VCRs, Microwaves, Stereos, etc.)</i>	\$0.00	Item
<i>Other Large Electronic Waste (Dimensions over 24" -Copiers, Computer Servers, etc.)</i>	\$0.24	Pound
I. Stumps <i>Greater than 24" trunk diameter (Measured above the rootball)Plus \$60 special handling fee.</i>	\$48.64	Ton
J. Tires <i>Tires with rims charged double fee. Limit - 9 tires per vehicle unless accompanied by Waste Tire Manifest.</i>		
<i>Up to 36" O.D.</i>	\$4.00	Tire
<i>36" to 48" O.D.</i>	\$8.00	Tire
<i>48" to 60" O.D.</i>	\$13.00	Tire
<i>Over 60" or Large Loads</i>	\$200.00	Ton
<i>Cut Tires (Split, sliced, or quartered)</i>	\$200.00	Ton
K. Weighmaster Certificate	\$7.88	Occurrence
L. Septage	\$71.11	Ton
M. Special Handling <i>(Requiring immediate burial or Landfill Personnel assistance.)</i>	\$60.00	Load
N. Un-tarped Load	\$10.00	Load
O. Dead Animal <i>(Plus \$60 special handling fee.)</i>	\$48.64	Ton
P. Commercial Hauler Prohibited Waste Extraction	\$15.00	Occurrence
Q. Soil Evaluation	\$185.00	Occurrence
R. Credit Application <i>Per Individual</i>	\$45.00	Occurrence
<i>Per Corporation</i>	\$68.00	
S. Flourescent Tubes		
0-32 Lineal Feet	\$0.00	
>32 Lineal Feet	\$0.16	Lineal Foot

**AMENDED AND RESTATED AGREEMENT
BETWEEN THE CITY OF GRIDLEY AND
USA WASTE OF CALIFORNIA, INC.,
FOR COLLECTION OF SOLID WASTE, GREEN WASTE, RECYCLABLES, AND
TRANSFER STATION OPERATION SERVICES
FRANCHISE AGREEMENT**

THIS AMENDED AND RESTATED AGREEMENT (this "Agreement") is made and entered into effective as of March 5th, 2024 between the City of Gridley (the "City"), and USA Waste of California Inc. (the "Company"). Unless otherwise specified in this Agreement, any action authorized, or required to be taken by the City may be taken by the City Council (the "Council") or by the City Administrator.

In consideration of the mutual covenants in this Agreement, as amended and restated, and intending to be legally bound, the parties agree as follows:

1. **DEFINITIONS.** For purposes of this Agreement the following words or phrases shall have the following meanings.
 - 1.1. **Act.** Act means the California Integrated Waste Management Act of 1989, California Public Resources Code ("PRC") sections 40000 et seq., as amended, supplemented, superseded, and replaced by the California legislature from time to time. All state code references are to the PRC unless otherwise noted. In the event of any inconsistency between the definitions set forth below and those in the PRC or the California Code of Regulations ("CCR") related to solid waste, the PRC and/or the CCR shall prevail.
 - 1.2. **Applicable Law.** Applicable Law means all laws, ordinances, municipal code, resolutions, regulations, rules, orders, judgments, decrees, permits, approvals, or other requirement of any governmental agency having jurisdiction over the collection, handling, processing, and disposition of Franchise Materials that are in force on the Effective Date and as they may be enacted, issued or amended during the term of this Agreement.
 - 1.3. **Bins.** Bins shall mean those containers provided by the Company for Commercial Customers and Multiple-Family Dwellings. The Bins are of two types: (i) Bins which are picked up by trucks designed for Solid Waste, C&D and Recycling by means of front-loading apparatus; and (ii) roll-off Bins (also known as a Debris Box or Drop Box) (which are usually much larger in size).
 - 1.4. **Bulky Waste.** Bulky Waste means large household items that do not properly fit in the Customer's Cart, or bundled or bagged Solid Waste, that do not exceed four feet by four feet by two feet (4'x4'x2') and weigh no more than sixty (60) pounds, which are attributed to the normal activities of a Single-Family Premises. Such materials may include furniture, area and floor rugs properly prepared (cut and bundled), mattresses (must be wrapped in plastic), appliances, and tires without rims. All liquids must be

drained; no item may contain Freon. Bulky Waste excludes any Excluded Waste, as well as automotive parts, tree stumps, oil and gas, propane tanks, C&D Debris, and batteries.

- 1.5. **City Representative**. City Representative means the City Administrator, or designee.
- 1.6. **Cart**. Cart means an industry standard receptacle for disposal of Franchise Materials, in a range of sizes including approximately 35, 64, or 96 gallons. A Cart will have wheels, a handle for ease of movement and a fitted, attached lid, and is designed to be dumped mechanically into a Solid Waste or Recyclables collection vehicle.
- 1.7. **Collection or Collection Service**. Collection or Collection Service shall mean all or any part of the activities involved in the Collection of Franchise Materials specified in this Agreement and its transportation to and disposal at a Disposal Site or Recycling facility.
- 1.8. **Commercial Customer**. Commercial Customer is a Customer that receives Commercial Service including, but not limited to, those Multiple-Family Dwellings and Mobile Home Park Customers that use Bin service.
- 1.9. **Commercial Premises**. Commercial Premises shall mean all industrial, manufacturing, warehouse, wholesale or retail stores, service establishments, professional offices, other business establishments, and government facilities and schools and construction sites, and Multiple-Family Dwellings.
- 1.10. **Commercial Recycling**. Commercial Recycling means the collection, processing and marketing of those Recyclable Materials that are collected from Commercial Customers under this Franchise on an exclusive basis.
- 1.11. **Commercial Service**. Commercial Service means Bin or Cart service provided under this Franchise to Commercial Premises and Bin service provided to Multiple-Family Dwellings and Mobile Home Parks.
- 1.12. **Compactor**. Compactor means a compacting unit that loads a detachable or non-detachable Bin or Debris Box. The detachable or non-detachable Bin or Debris Box serves as a receptacle of Solid Waste, and has a capacity of one (1) cubic yard or larger. The Bin or Debris Box is picked up by a collection vehicle for emptying at a separate location.
- 1.13. **Company Service Fee**. Company Service Fee means the compensation provided to the Company for services performed pursuant to this Agreement.
- 1.14. **Construction and Demolition Debris or C&D**. Construction and Demolition Debris or C&D has the meaning provided in Title 14, Division 7, Section 17388(c) of the CCR or successor laws and regulations as may be amended from time to time, but not including any Excluded Waste.

- 1.15. **CPI Adjustment.** CPI Adjustment means the annual Service Rates adjustment as specified in Section 6.2.
- 1.16. **Curb or Curbside.** Curb or Curbside shall mean that part of the homeowner's property, within five feet of the Public Street or alley without blocking sidewalks, driveways or on-street parking. If extraordinary circumstances preclude such a location, Curbside shall be considered a placement suitable to the resident, convenient to the Company's equipment, and mutually agreed to by the homeowner and the Company.
- 1.17. **Customer.** Customer means an individual or entity that receives Franchise Services provided by the Company. Customer shall also mean the person, organization or corporation receiving Disposal service for Franchise Materials to which billing statements are sent. Customer also means those Generators of Recyclable Materials in the Service Area to whom the Company provides and the Customer pays for Collection Service under this Agreement.
- 1.18. **Debris Box/Temporary Bins.** Debris Box means a receptacle for Solid Waste and C&D having a capacity of twenty (20) cubic yards or greater that is picked up in its entirety by a dedicated truck for emptying at a separate location. Also known as a roll-off box or drop box. Temporary Bins or "temp bins" will be containers with a capacity greater than a 96 gallon cart and less than the twenty cubic yard debris box.
- 1.19. **Discretionary Adjustment.** Discretionary Adjustment is defined in Section 6.5.
- 1.20. **Disposal.** Disposal has the meaning provided in PRC Section 40120.1 or successor laws and regulations as may be amended from time to time.
- 1.21. **Disposal Fees.** Disposal Fees shall mean the charges imposed by the Disposal Site.
- 1.22. **Disposal Site.** Disposal Site has the meaning provided in PRC Section 40122 or successor laws and regulations as may be amended from time to time.
- 1.23. **Effective Date.** Effective Date means January 1, 2024, the date that Franchise Services shall commence under this Agreement, as amended.
- 1.24. **Electronic Waste or E-Waste.** Electronic Waste or E-Waste means waste containing or consisting of electronic devices and components, such as computers, monitors, terminals, computer cards and components, computer peripheral devices, main frame computers, keyboards, mice, printers and scanners, mini-systems, power supply units, servers, connectors/cables, storage discs, consumer electronics, printed circuit boards, televisions, chips and components, cellular and other phones, telecommunications equipment, and fax machines and copiers, but not including Excluded Waste.

- 1.25. **Excluded Waste.** Excluded Waste means Hazardous Waste, Medical and Infectious Waste, volatile, corrosive, biomedical, infectious, biohazardous, and toxic substances or material, waste that Company reasonably believes would, as a result of or upon disposal, be a violation of Applicable Law, including land use restrictions or conditions, waste that cannot be disposed of in Class III landfills, waste that in Company's reasonable opinion would present a significant risk to human health or the environment, cause a nuisance or otherwise create or expose Company or City to potential liability, and Special Waste; not including de minimis volumes or concentrations of waste of a type and amount normally found in residential solid waste after implementation of programs for the safe collection, recycling, treatment and disposal of batteries and paint in compliance with PRC 41500 and 41802.
- 1.26. **Franchise.** Franchise means the rights granted to the Company under the terms and conditions of this Agreement.
- 1.27. **Franchise Fee.** Franchise Fee means an amount paid to the City by Company for the right to provide Collection Services, as further agreed in Section 3.1 of this Agreement.
- 1.28. **Franchise Materials.** Franchise Materials means all Solid Waste, Recyclable Materials, Construction & Demolition Debris and Green Waste generated in the Service Area and included within the Franchise. At the Company's option, "Franchise Materials" shall also include any other materials that can now or in the future be disposed of in Class III landfills. It is the intention of the Parties to maximize the scope of the Company's exclusive franchise within the Service Area by including within the definition of "Franchise Materials" those materials that can be safely Collected, Transported, Disposed of or Recycled using commercially reasonable methods.
- 1.29. **Franchise Services.** Franchise Services means all of the duties and obligations of the Company hereunder as stated in this Agreement. Company shall notify the City should there be more than a 24-hour delay in the service schedules included in this Agreement or as amended to this Agreement.
- 1.30. **Fuel Cost Adjustment.** Fuel Cost Adjustment is defined in Section 6.3.
- 1.31. **Generator.** Generator has the meaning used in the laws governing Hazardous Waste, but applies in this Agreement not only to Hazardous Waste but also to all other materials.
- 1.32. **Green Waste.** Green Waste means all tree and plant trimmings, grass cuttings, dead plants, weeds, leaves, branches, and similar materials that fit into a Green Waste Cart, but not including Excluded Waste or items with a diameter greater than 10 inches.
- 1.33. **Green Waste Processing Facility.** Green Waste Processing Facility means the facility(ies) used by the Company for handling, processing, and preparing collected Green Waste for marketing.

- 1.34. **Gross Revenues.** Gross Revenues has the meaning provided in Section 3.1
- 1.35. **Hazardous Waste.** Hazardous Waste has the meaning provided in PRC Section 40141 or successor laws and regulations as may be amended from time to time.
- 1.36. **Household Hazardous Waste (or HHW).** Household Hazardous Waste shall have the meaning set forth in California Health and Safety Code Section 25218 and in Title 14, CCR, Section 18502 or successor laws and regulations as may be amended from time to time, but not including any Excluded Waste.
- 1.37. **Inaccessible Area.** Inaccessible Area shall mean any road, alley or property that does not allow safe access, turn-around, or clearance for standard collection vehicles.
- 1.38. **Medical and Infectious Waste.** Medical and Infectious Waste means biomedical waste generated at residences in excess of legal limits or at hospitals, public or private medical clinics, dental offices, research laboratories, pharmaceutical industries, blood banks, mortuaries, veterinary facilities and other similar establishments.
- 1.39. **Mobile Home Parks.** Mobile Home Parks means a site at which mobile home spaces are rented for residential use. Mobile Home Parks, at the Owner's request, may be provided with Residential Service using Carts or Commercial Service using Bins.
- 1.40. **Multiple-Family Dwellings.** Multiple-Family Dwellings means any building or structure, or portion thereof used for residential purposes and having four (4) or more distinct living units. Multiple-Family Dwellings, at the Owner's request, may be provided with Residential Service using Carts or Commercial Service using Bins.
- 1.41. **Owner.** Owner shall mean the person, organization or corporation holding legal title to the real property constituting the Residential Premises to which Collection Service for Franchise Materials is provided. For the purposes of provisions in this Agreement pertaining to the sending of notices, billings or other communications by Company to an Owner, Company may regard as Owner the person, organization, corporation or other entity shown in the records of the assessor of Nevada County or as may be indicated by documents recorded in the Nevada County Clerk-Recorder's Office.
- 1.42. **Parties.** Parties mean the City and the Company.
- 1.43. **PRC.** PRC has the meaning provided in Section 1.1.
- 1.44. **Private Drive(s).** Private Drive(s) shall mean a privately owned or maintained way.
- 1.45. **Private Road(s).** Private Road(s) shall mean a privately owned or maintained way that allows for access by a small wheel base service truck and which serves four or more Residences.

- 1.46. **Processing or Process.** Processing or Process shall mean treatment, sorting, or other activities intended to improve the market value of a Recyclable.
- 1.47. **Public Street(s).** Public Street(s) shall mean a public way used for public travel.
- 1.48. **Recyclable Construction and Demolition Debris or Recyclable C&D.** “Recyclable Construction and Demolition Debris” or “Recyclable C&D” means Construction and Demolition Debris or C&D that is disposed of in a Cart or Debris Box or other receptacle that contains no more than 5% non-Recyclables.
- 1.49. **Recycle, Recycling.** Recycle, Recycling has the meaning provided in PRC Section 40180 or successor laws and regulations as may be amended from time to time.
- 1.50. **Recycling Carts.** Recycling Carts shall mean a Recycling Cart or other wheeled Cart owned by the Company, suitable for on-site collection, storage, and set-out of Recyclables.
- 1.51. **Recyclable Materials, Recyclables.** Recyclable Materials or Recyclables means that portion of Solid Waste which is material for new, reused, or reconstituted products which meet the quality standards necessary to be used in the marketplace, but not including Excluded Waste. Recyclable means that portion of Franchise Materials which may be separated on a commercially reasonable basis from other Franchise Materials and returned to the economic mainstream in the form of raw material for new, reused, or reconstituted products which meet the quality standards necessary to be used in the marketplace. As of the Effective Date, the Recyclable Materials are as provided in Exhibit 1.
- 1.52. **Recyclables Processing Facility.** Recyclables Processing Facility means the facility(ies) used by the Company for handling, processing, and preparing collected Recyclable Materials for marketing.
- 1.53. **Recycling Program.** Recycling Program shall mean an effort by the City to offer convenient and affordable recycling opportunities to all residents of City.
- 1.54. **Recycling Revenues.** Recycling Revenues means all revenues, net of transportation or processing costs, resulting from the sale of Recyclable Materials, Construction and Demolition Debris and Green Waste collected through provision of Franchise Services.
- 1.55. **Residential Customer.** Residential Customer is a Customer that receives Residential Service including those Multiple-Family Dwellings and Mobile Home Park Customers that use Solid Waste Cart Service.

- 1.56. **Residential Recycling.** Residential Recycling means the collection, processing and marketing of those Recyclable Materials that are collected from Residential Customers under this Franchise on an exclusive basis.
- 1.57. **Residential Service.** Residential Service means Collection Service for Franchise Materials normally provided under this Franchise to all Single-Family Residences and those Multiple-Family Dwellings and Mobile Home Parks that receive Solid Waste Cart Service.
- 1.58. **SB 1383 Regulations.** SB 1383 Regulations means to the Short-Lived Climate Pollutants (SLCP): Organic Waste Reductions regulations developed by CalRecycle and adopted in 2020 that created Chapter 12 of 14 CCR, Division 7 and amended portions of regulations of 14 CCR and 27 CCR., as they may be amended.
- 1.59. **Self Haul.** Self Haul means the transport of Franchise Materials from a residence or Commercial Premises, where the materials being generated are taken directly to an authorized landfill or transfer station. The transport must be accomplished by the resident, Owner or commercial/business/industrial entity that generates the Franchise Materials and may not be transported by a company, agent or other third-party hired for such use except as provided in Section 2.3 of this Agreement.
- 1.60. **Service Area.** Service Area shall mean the jurisdictional boundary of the City including all areas hereafter annexed or otherwise added to the territorial limits of the City.
- 1.61. **Service Rates.** Service Rates means the Company fees for providing the Franchise Services, as initially set forth in Exhibit 2. The Service Rates include the Franchise Fee.
- 1.62. **Signature Date.** Signature Date means the date of execution of this Agreement by both Parties.
- 1.63. **Single-Family Residence(s).** Single-Family Residence(s) shall mean all one unit houses and mobile homes, any building or structure, or portion thereof, that is used for residential housing purposes and has two (2) or fewer distinct living units.
- 1.64. **Solid Waste.** Solid Waste shall mean and include all Solid Waste as defined in PRC Section 40191 and regulations or successor laws and regulations as may be amended from time to time generated within the Service Area that can be disposed of in Class III landfills. Excluded from the definition of Solid Waste are Excluded Waste, Bulky Wastes, Special Wastes, Recyclable Materials, Green Waste, and Construction and Demolition Debris. Notwithstanding any provision to the contrary, "Solid Waste" may include de minimis volumes or concentrations of waste of a type and amount normally found in residential solid waste after implementation of programs for the safe collection, recycling, treatment and disposal of batteries and paint in compliance with PRC Sections 41500 and 41802.

- 1.65. **Special Services.** Special Services are specific service-related activities, including without limitation lock, gate, and long walk services, or other services for which no Service Rate is established by the City, that is provided by the Company to Customers for which the Company may charge an additional fee.
- 1.66. **Special Waste.** Special Wastes include flammable waste, waste transported in a bulk tanker, liquid waste, sewage sludge, pollution control process waste, residue and debris from the cleanup of a hazardous material spill or release of chemical substances, commercial products or any other Special Wastes; contaminated soil, waste, residue, debris and articles from the cleanup of a site or facility formerly used for the generation, storage, treatment, Recycling, reclamation, or Disposal of any other Special Wastes; dead animals, manure, waste water, explosive substances, and radioactive substances.
- 1.67. **State.** State means the State of California.
- 1.68. **Ton.** Ton means a “short ton” of 2,000 pounds.
- 1.69. **Transfer Station Operations/Transfer Station Operation Services.** Transfer Station Operations/Transfer Station Operation Services means all of the services associated with the operation of the Ord Ranch Road Transfer Station, as provided in this Agreement.
- 1.70. **Transport.** Transport means the hauling of Franchise Materials to a Disposal Site.
- 1.71. **Uncontrollable Circumstances.** Uncontrollable Circumstances are any acts of God, such as landslides, lightning, fires, storms, floods, pestilence, freezing, and earthquakes; explosions, sabotage, civil disturbances, acts of a public enemy, wars, blockades, riots, labor unrest, eminent domain, condemnation or other taking, or other events of a similar nature, not caused or maintained by the City or Company, which event is not reasonably within the control of the party claiming the excuse from its obligations due to such event, to the extent such event has a material adverse effect on the ability or costs of a Party to perform its obligations thereunder. Events which could have been prevented by reasonable precautions, including compliance with agreements and applicable laws, shall not be considered an Uncontrollable Circumstance. Labor unrest, including but not limited to strike, work stoppage or slowdown, sickout, picketing, or other concerted job action lawfully conducted by the Company’s employees or lawfully directed at the Company, or a subsidiary, are not considered Uncontrollable Circumstances, but shall excuse performance to the extent provided in Section 9.5.

2. GRANT OF EXCLUSIVE AGREEMENT.

2.1. SCOPE OF EXCLUSIVE FRANCHISE.

2.1.1. City hereby grants to Company, for the term hereinafter set forth, the exclusive right and privilege to collect and transport Franchise Materials to any legally authorized Disposal Site, Green Waste Processing Facility, or Recyclables Processing Facility, unless otherwise exempt from Collection pursuant to the terms and conditions of Section 2.3 of this Agreement. Participation in the Company's Solid Waste, Recycling and Green Waste programs shall be mandatory for Residential and Commercial Customers.

2.1.2. The Company shall have the exclusive right and responsibility for the operation of the Ord Ranch Road Transfer Station, in accordance with the provisions of this Agreement, for the term of this Agreement and any extensions thereof.

2.1.3. The Company shall dispose of all Solid Waste collected under this Agreement at the designated Disposal Site. The Disposal Site the Company has designated shall be the Neal Road Landfill owned by the County of Butte. The Company reserves the right to direct the Company to dispose of Solid Waste at a particular licensed Disposal Site (which must be a Class III disposal site) suitable for municipal waste.

2.2. **COMPANY RESPONSIBILITY.** The Company hereby accepts and assumes responsibility to perform and fulfill all the terms, covenants, conditions, and obligations required under this Agreement. Company agrees to perform all of its obligations under this Agreement for the term hereof. Company shall furnish all the labor and equipment necessary for the Collection, Processing, Transport and Disposal of all Franchise Materials, subject to the terms, conditions and provisions of this Agreement.

2.3. **EXCEPTIONS TO FRANCHISE.** The following services and materials are expressly excluded from this Agreement. However, the granting of this Franchise shall not preclude an Owner or Customer from contracting for the categories of services and materials described below to be delivered to, collected and/or transported by the Company or others, provided that nothing in this Franchise is intended to or shall be construed to excuse any person from any authorization from the City which is otherwise required by law.

2.3.1. Compactors for Recyclables. Rental, lease or sale of Compactors, provided that the Company shall have the exclusive right to provide hauling services for Compactors unless used exclusively for the collection of Recyclable Materials, including Recyclable C&D, in which at least ninety-five percent (95%) of each load is actually Recycled and for which the Generator receives payment.

2.3.2. Self-Hauling. Self-Haul materials, which are delivered by a person or entity directly to a disposal facility. Persons or entities cannot subcontract any portion of the Self-Haul to any entity other than the Company. This provision does not allow persons or entities to purchase, borrow or rent Bins or Carts or other containers and have them collected by a third-party.

- 2.3.3. Incidental Hauling. Materials which would otherwise constitute Franchise Materials that are removed from a premise by a company as an incidental part of a gardening, landscaping, tree trimming, cleaning, maintenance, construction, handyman, tractor or similar service offered by that company rather than as a waste hauling service. This provision does not allow the hauling of materials by any business hired solely for the purposes of hauling and/or removal of debris.
- 2.3.4. Construction and Demolition Debris. Construction and Demolition Debris materials removed from a work or construction/demolition site by a company or business generating the C&D and Self Hauled or incidentally hauled as provided in Sections 2.3.2 and 2.3.3.
- 2.3.5. Recyclable C&D. Recyclable C&D, in which at least ninety-five percent (95%) of each load is actually Recycled and for which the Generator receives payment.
- 2.3.6. Residential Recyclables. Recyclable Materials donated or sold by Residential Customers from Single-Family Residences or Multiple-Family Dwellings, or from Mobile Home Parks, to any party of their choice, in which at least ninety-five percent (95%) of each load is actually Recycled and that the Generator donated or for which the Generator receives payment.
- 2.3.7. Commercial Recyclables. Commercial Recyclable Materials in which at least ninety-five percent (95%) of each load is actually Recycled and for which the Generator receives payment.
- 2.3.8. Governmental Entities. The Company's exclusive Franchise in this Agreement shall not include governmental entities if and to the extent the City has no legal power to include them in the exclusive Franchise.
- 2.4. **TERM OF AGREEMENT**. The initial term of this Agreement shall commence January 1, 2024 and end at the close of business on December 31, 2028. Thereafter, the parties may agree in writing to extend the term for up to two five-year periods.
- 2.5. **TITLE TO FRANCHISE MATERIALS**. It is expressly understood that all Franchise Materials collected under this Franchise shall remain the property of the resident or commercial Owner until such time as they are collected for Disposal, Transport or Recycling. That ownership shall transfer to Company once the Franchise Materials are collected. The Company is hereby granted the right to retain, dispose of, and otherwise use such Franchise Materials, or any part thereof, in any fashion or for any lawful purpose desired by the Company, and to retain any benefit or profit resulting therefrom.
- 2.6. **ANTI-SCAVENGING ENFORCEMENT; UNAUTHORIZED COMPACTION**. The City will cooperate with the Company in the Company's enforcement of the exclusive rights granted to the Company in this Agreement and anti-scampering laws, including without limitation the institution of civil actions against a person or entity alleged to have violated the exclusive rights created in Section 2.1 of this Agreement or

the anti-scavenging provisions of PRC Section 41950 (which provides for treble damages, as measured by the value of the material removed, or a civil penalty of not more than \$2,000.00, whichever is greater, for each unauthorized removal, in accordance with PRC Section 41953). If City is required to take administrative, law enforcement, or other legal action against any person who infringes on the Company's exclusive rights, the Company shall reimburse the City for all reasonable costs, staff time and legal costs related to any such action. Nothing herein precludes the Company from taking such legal action against third parties as it deems appropriate to protect the exclusive nature of its franchise.

Customers shall not permit Franchise Materials to be compacted in Company-provided Bins or Debris Boxes, unless such compaction is provided by Company under this Agreement.

3. **FRANCHISE FEE.**

3.1. **CITY FRANCHISE FEE.** As of the Effective Date of this Agreement, five percent (5%) of all revenues collected by the Company resulting from all revenue or compensation to the Company from Service Rates established pursuant to Article 6 for Collection of Solid Waste, including for operation of the Ord Ranch Road Transfer Station service and without subtracting the other cost of doing business, on or after the Effective Date of this Agreement within the Service Area, but excluding revenue for services provided by the Company prior to the Effective Date and from services other than Collection Services, non-exclusive or excepted services, exempt materials, or sales of recycled materials (collectively, "Gross Revenues"), shall be paid by the Company to the City as a Franchise Fee. If the Franchise Fee is increased after the date of this Agreement, the Service Rates shall be adjusted in the same manner as adjustments for increases in Disposal Fees as provided in Section 6.4. The Franchise Fee shall be computed and paid on the basis of the Company's cash receipts from Gross Revenues after the Effective Date of this Agreement. Company shall make payments to City on a quarterly basis within 30 days following the completion of each calendar quarter. The Company shall remit the Franchise Fee as part of the quarterly remittance.

3.2. **UNDER AND OVER PAYMENTS.** If the Company fails to pay the entire amount of compensation due the City through error or otherwise, the difference due the City shall be paid by the Company within thirty (30) days from discovery of the error or determination of the correct amount. Any overpayment to the City through error or otherwise shall be offset against the next payment due from the Company.

3.3. **FINANCIAL REVIEW.** The relevant books and records of the Company shall be subject to review and inspection for the purpose of reviewing billing operations, accounts receivable and customer service, by either party, its auditors or other agents, at any reasonable time upon reasonable notice.

4. **SERVICES OF COMPANY.**

4.1. **SB 1383.** City has received a low-population waiver from CalRecycle pursuant to 14 CCR Section 18984,12(a) and, unless expressly provided in this Agreement, Company is not providing services required by SB 1383 Regulations.

4.2. **SERVICES PROVIDED BY COMPANY.** The Company shall, in accordance with the terms of this Agreement, Applicable Law and best industry practices, provide all labor, materials, facilities, services and equipment necessary to Collect, Process, Recycle or Dispose of (as appropriate), market and transport all set out Franchise Materials. Services not within the scope of this Agreement will be provided upon terms and pricing determined by Company.

4.3. **SOLID WASTE COLLECTION.**

4.3.1. Bin Service. Company shall furnish or provide Carts to all Residences and Bins or Carts for collection use, as appropriate, to all Multiple-Family Dwellings that receive Bin service and Commercial Premises that generate Solid Waste within City. The size of the Bins and the frequency of their collection (which shall not be less than once a week) shall be determined between the Customer and Company. Bins shall be placed on hard surface locations which are accessible to Company and consistent with applicable municipal code and development approvals. Bins supplied by Company shall, at all times, be maintained by Company in a well-kept appearance. Front load bins must be maintained with lids. Customers shall be responsible for sanitation and deodorizing of such Bins; provided, however, Company shall provide in its Bin rental contracts for a Bin cleaning service to be performed at the request of the Customer for a fee specified in such contract. The initial delivery of such Bins and Carts shall occur as provided in accordance with the implementation schedule agreed upon by the Parties.

4.3.2. Curbside Single-Family Residence. Company shall, once per week, collect the Solid Waste that has been placed, kept or accumulated in a Cart (other than a Bin) at Single-Family Residences within the Service Area and placed at curbside or roadside prior to Company's normal weekly collection time, provided that in no event shall Company be required to collect any additional Solid Waste placed at curbside which is not placed in the Cart. The standard service level for a Single-Family Residence shall be a 64-gallon Cart. The Company may also collect Solid Waste at Single-Family Residences within the Service Area at additional times or in excess volumes for an additional fee as agreed upon in separate contracts between Company and each customer requesting such service.

4.3.3. City Facilities' Collection. The Company shall collect, transport and dispose of all Solid Waste generated at public facilities identified in Exhibit 3 according to the specified service levels and collection frequency. The Company shall make collections from containers Monday through Friday or on Saturdays following non-working holidays. Collections from bins and debris boxes shall be scheduled at a time mutually agreed upon by the Company and City. The Company shall provide, at City's direction, additional Solid Waste services entailing:

- 4.3.3.1. Collection of Solid Waste, Recyclable Materials and Green Waste from City facilities and parks;
- 4.3.3.2. Provision of debris box service as directed by City; and,
- 4.3.3.3. Review of plans for land use or property developments with regard to Solid Waste service issues.

At the option of the City, exercised in writing, these additional services may be provided at no charge to the City but shall be reimbursed to the Company through the Service Rates charged other service recipients.

- 4.3.4. Permanent Containers/Debris Box Service. Company shall provide permanent /debris box Containers for the purpose of Collection of Solid Waste. Company shall deliver to and Collect debris boxes from the location identified by the service recipient. Containers shall be free of graffiti and in good repair. Containers must be clearly marked and identifiable as belonging to Company. Special consideration shall be given when determining the pick-up area for temporary Containers to ensure that the flow of traffic is not impeded and that it does not result in aesthetic degradation of an area. The designated pick up area, if disputed by service recipient or Company, shall be determined by City. Additionally, if in City's opinion the location of an existing pick-up area is inappropriate, City may require the service recipient or Company to relocate the pick-up area.
- 4.3.5. Roll-Off Boxes. The Company will provide 10 roll-off box hauls to the City at no additional charge for the purpose of code enforcement and blight abatement within the City. The Company will deliver the boxes within the City as requested by the City. The Company will provide information for code enforcement to discourage the placement of hazardous materials in these abatement boxes; City will be responsible for any hazardous materials placed in the abatement boxes. Should the City decide not to implement this program, it may use the 10 roll-off box hauls for other clean-up programs or for the City's use.
- 4.3.6. Hours of Collection. Collection Service of all Bins and Carts shall not start before 5:00 a.m. for commercial and 6:00 a.m. for residential or continue after 6:00 p.m., subject to change by action of the City Council.
- 4.3.7. Multiple-Family Dwellings. Multiple-Family Dwellings shall be provided with Solid Waste Service as frequently as negotiated with the Customer but in no event less than once per week, to collect the Solid Waste that has been placed, kept or accumulated in Bins; an exception is where the facility self-hauls and provides proof to the City that all waste materials are being properly disposed or diverted according to applicable law. Waste Management will work with each complex to customize the appropriate level of service. Multiple-Family Dwellings will have the option to

select the appropriate cart size or 2, 3, 4, and 6-cubic yard bins for Solid Waste collection. The 6-cubic yard bins will not have wheels.

4.3.8. Commercial Customers. Commercial Customers shall be provided with Solid Waste Service as frequently as negotiated with the Commercial Customer but in no event less than once per week, to collect the Solid Waste that has been placed, kept or accumulated in Bins; an exception is where the facility self-hauls and provides proof to the City that all waste materials are being properly disposed or diverted according to applicable law. Waste Management will work with each Commercial Customer to customize the appropriate level of service. Commercial Customers will have the option to select the appropriate cart size or 2, 3, 4, and 6-cubic yard bins for Solid Waste collection. The 6-cubic yard bins will not have wheels.

4.3.9. Cart Replacement. The Company, without expense to the City or Customer, and within seventy-two hours after notice, shall replace Solid Waste Carts that are lost, stolen or damaged, unless due to customer neglect such as putting hot ashes in the Cart in which case the Company may charge the Customer for the retail costs of the replacement Cart. In addition, the Company will replace Solid Waste Carts damaged due to normal wear and tear and provide free replacements for graffiti on Solid Waste Carts without charge within 14 days of the Customer's or City's request. Customers will be able to make a change in Cart size or number of Carts once every twelve months at no additional replacement cost. The Company, without expense to the City or the Customer, and within five working days after notice, shall provide a Solid Waste Cart to a new Residential Customer that has no such Cart or to a new Multi-Family Customer who elects Cart service. The Company shall own and maintain all Solid Waste Carts at its expense, except as provided in this paragraph.

4.3.10. Clean-Up Event. The Company shall hold one clean-up event per year for the collection of Solid Waste, which shall be open to Residential Customers of the Company in the Service Area (one load per Customer). The actual date and time will be set by the Company in coordination with the City at least ninety (90) days in advance. The Company shall reasonably inform Residential Customers within the Service Area, at least two weeks in advance of the clean-up event, of the date, time, location and other information pertinent to the clean-up event.

4.3.11. Senior Residential Service. Senior citizens may receive a 35-gallon Solid Waste Cart at the Service Rate provided in Exhibit 2. In order to qualify for the reduced senior Service Rate all inhabitants at the property, shown by driver's license or other identification acceptable to Company, must be sixty-five (65) years of age and older.

4.4. **RECYCLING**.

4.4.1. Residential Recycling. The Company shall, once every other week, Collect, Process, Recycle, and Transport all Recyclables from all Residential Customers. Recycling Carts shall be collected using an automated collection system. The

Company will only provide Recycling services to Residential Customers that receive and pay for Solid Waste services.

- 4.4.2. Residential Recycling Carts Provided. Company shall provide Residential Customers with Recycling Carts and promotional information within fourteen (14) days of notice of, or request for, Solid Waste service. Customers may co-mingle all Recyclables listed on Exhibit 1 in the Recycling Cart. The Company shall provide and distribute to each Residential Customer one (1) Recycling Cart, but, upon request of the Customer and as needed, will provide no more than one additional Recycling Cart at no additional charge. The standard service level for a Single-Family Residence shall be a 64-gallon Recycling Cart.
- 4.4.3. Residential Recycling Carts Replaced. The Company, without expense to the City or the Customer, and within seventy-two hours after notice, shall provide free replacements of Recycling Carts that are lost, stolen or damaged, unless due to customer neglect such as putting hot ashes in the Cart in which case the Company may charge the Customer for the retail costs of the replacement Cart. In addition, the Company will replace Recycling Carts damaged due to normal wear and tear and provide free replacements for graffiti on Recycling Carts without charge. The Company, without expense to the City or Customer, and within five working days after notice from the City or the Customer, shall provide a Recycling Cart to a new Residential Customer that has no such Recycling Cart. The Company shall own and maintain all Recycling Carts at its expense.
- 4.4.4. Commercial and Multiple-Family Dwelling Recycling. The Company shall Collect, Process, and Transport all Recyclables from all Commercial and Multiple-Family Dwelling Premises, unless it has received a self-haul exemption. The Company shall notify City of locations where Recycling services are not selected by customer or not possible to provide. Multiple-Family Dwellings will have the option at varying Service Rates to select the appropriate cart size or 2, 3, 4, and 6-cubic yard bins for Recycling collection. The 6-cubic yard bins will not have wheels.
- 4.4.5. Commercial Recycling Carts Provided. The Company shall provide recycling Carts to each Commercial Premises, except those that properly self-haul. Recycling Carts shall be provided within fifteen (15) working days of sign-up and Owner's, Customer's or property manager's permission and provision of a proper site. Recycling Carts shall be sited in accordance with all policies and regulations of the City.
- 4.4.6. Collection Days and Times. To the maximum extent possible, Collection of Recyclables from all Residential Customers shall be made bi-weekly and will be scheduled on the same day as Solid Waste collection. Collection from Commercial Premises shall be made on a regular schedule as negotiated between the Commercial Business and the Company.

4.4.7. Construction and Demolition. The Company shall encourage builders and demolition companies to source separate their C&D for future recycling. Prior to disposal, Company shall have the right to salvage C&D collected pursuant to this Agreement and to retain funds derived therefrom.

4.4.8. Materials to be Recycled. Company shall collect and Recycle all of the materials listed in Exhibit 1.

4.5. **GREEN WASTE.**

4.5.1. Green Waste Program. Residential Customers and Commercial Customers will participate in a Green Waste Program.

4.5.2. Green Waste Collection. The Company shall, once every other week, Collect and Transport Green Waste set out in Carts. Green Waste Carts shall be collected using an automated collection system. The standard service level for a Single-Family Residence shall be a 96-gallon Cart. Company will provide one additional Green Waste Cart upon the request of the Customer, and service such Cart at no extra cost.

4.5.3. Cart Replacement. The Company, without expense to the City or Customer, and within seventy-two hours after notice, shall provide free replacements of Green Waste Carts that are lost, stolen or damaged, unless due to customer neglect such as putting hot ashes in the Cart in which case the Company may charge the Customer for the retail costs of the replacement Cart. In addition, the Company will replace Green Waste Carts damaged due to normal wear and tear and provide free replacements for graffiti on Green Waste Carts without charge to the City or Customer within 14 days of request by the City or the Customer. Customers will be able to make a change in Green Waste Cart size or number of Carts once every six months at no additional replacement cost. The Company, without expense to the City or the Customer, and within five working days after notice, shall provide a Green Waste Cart to a new Residential Customer that has no Green Waste Cart. The Company shall own and maintain all Green Waste Carts at its expense, except as provided in this paragraph.

4.5.4. Additional Green Waste Carts. During leaf season (beginning October 1st of each year and ending November 30th of each year), the Company, at the request of a residential customer and at no additional cost to the customer, will provide three additional Green Waste Carts.

4.6. **OTHER COMPANY REQUIREMENTS.**

4.6.1. Company Provided Equipment and Vehicles. Company shall provide an adequate number of vehicles and equipment for the Collection, Disposal and Transportation services for which it is responsible under this Agreement. All vehicles used by Company under this Agreement shall be registered with the Department of Motor Vehicles of the State of California, shall be kept clean and in good repair, shall be,

uniformly painted and shall be washed at least once every seven (7) calendar days during good weather. Company's name, phone number and vehicle number shall be prominently displayed on its vehicles. Company shall furnish a listing of equipment utilized to perform all services included in this Agreement upon request by City.

- 4.6.1.1. The City and Company agree that Company's obligations and/or scope of services under this Agreement exclude any existing requirements regarding the future conversion of fleets, or any part thereof, to Zero-emissions (ZEV) or Near-zero-emissions (NZEV) vehicle(s) or the future acquisition, hiring or use of ZEVs or NZEVs under Applicable Law, including without limitation Sections 2015 et seq. of Title 13 of the California Code of Regulations. Should such existing Applicable Law apply to any Company's vehicles used in the provision of services under this Agreement during the Term, then the City and Company agree to meet and confer in good faith to amend this Agreement to incorporate provisions and obligations reasonably necessary to comply with such Applicable Law, and Company shall be entitled to a Service Rates adjustment in accordance with Section 6.5 for such change in Company's obligations and/or scope of services under this Agreement.
- 4.6.2. Collection on Holidays. If the day of Collection on any given route falls on Christmas Day, New Year's Day, Thanksgiving Day or a holiday observed by the Disposal Site to which the City's Franchise Materials are disposed, Company shall provide Collection Service for such route on the next workday following such holiday, thereby adjusting subsequent workdays that week.
- 4.6.3. Private Drives and Inaccessible Areas. For Residential Customers on Private Drives or other inaccessible areas, the Company shall Collect Solid Waste, Green Waste and Recyclables on the nearest Public Street or Private Road connecting to the Private Drive or other inaccessible area.
- 4.6.4. Employees. Company shall exercise reasonable care to hire responsible Employees, to supervise the work of such Employees, and to discipline and, if necessary and consistent with Company's legal and contractual obligations, discharge an Employee failing to meet reasonable standards for performance of work under this Agreement. Company shall comply with applicable state and federal law pertaining to employment including, but not limited to, applicable equal opportunity employment and affirmative action requirements.
- 4.6.5. Manner of Collection. The Company shall perform all Collection Services in a quiet and courteous manner and ensure that all Carts and Bins are placed on the premises from which they were removed in an upright position, with lids closed, and within five (5) feet of where they were originally placed before collection.
- 4.6.6. Service Schedule. In January of each calendar year, the Company shall provide all customers with calendars (which may be in "PDF" or other similar format) identifying the schedule for Solid Waste, Recyclables, and Green Waste Collection

for that calendar year. The calendar shall provide adequate detail for customers to identify specific service days for specific service areas. Hard copies of the calendars shall be made available to Customers upon request.

4.6.7. Code Revisions. The City shall use reasonable efforts to update the municipal code to be consistent with the terms of this Agreement and to reflect new program requirements if requested by the Company.

4.6.8. Service Complaints. All service complaints shall be directed to Company. Company shall record all complaints duly received and Company agrees to use its best efforts to resolve all such complaints within the two (2) business days next following the date on which such complaint is received.

4.6.8.1. Complaint. The Company agrees to maintain a written log of all oral and written service complaints registered with the Company from Customers, service recipients, or the public within Franchise area ("Complaint Log"). The Company shall be responsible for the prompt and courteous attention to, and prompt and reasonable resolution of, all complaints. Complaints that cannot be reasonably resolved may be appealed to the City Administrator or designee for final resolution. The Company shall record in the Complaint Log all written and oral complaints, noting the name and address of complainant, date and time of complaint, nature of complaint, and nature and date of resolution. Such log shall be kept so that representatives of the City, upon request, may conveniently inspect it.

4.6.8.2. Complaint Response. The Company shall respond to all complaints, other than missed pickups, within twenty-four (24) hours if the complaint is received during a weekday or by the next business day if the complaint is received on a Saturday, Sunday or a holiday.

4.6.8.3. Missed Pickups. In the event of a missed pickup, the Company shall complete the pickup the same day if the complaint is received by 12:00 p.m. or by 12:00 p.m. the following day if the complaint is received after 12:00 p.m.

4.6.8.4. Telephone. The Company shall maintain a toll-free telephone system during office hours (8:00 a.m. to 5:00 p.m.), which will have available service representatives sufficient to handle the volume of calls typically experienced by the Company. Customers must be able, with reasonable convenience, to reach the Company's office by phone during office hours.

4.7. **CHANGE IN OPERATIONS, ADMINISTRATION OR SCHEDULE**. The Company shall notify the City in writing of any material changes in, or to the operation to provide Franchise Services (e.g. vehicle routes, equipment type, crew size), administration (e.g., management), and schedule five (5) days in advance of the time such material change is implemented. Any changes to the Company's Collections operation shall meet the service requirements and performance standards and all other

terms of this Agreement. In the case of changes to the Collection schedule the Company must notify all affected Customers at least (14) days prior to any change in the Collection day. The Company shall not permit any Customer to go more than seven (7) days without Solid Waste Collection Service in connection with a Collection schedule change other than in the event of an Uncontrollable Circumstance.

- 4.8. **ADDITION OF NEW NON-FRANCHISE SERVICES.** Upon receiving a written request from the City, the Company shall provide any other exclusive or non-exclusive services not covered by this Franchise, and that it is qualified to provide, including, but not limited to, assistance to the City in the event of natural disasters, subject to establishment of appropriate and mutually agreed upon compensation for providing the service.

5. **TRANSFER STATION OPERATION SERVICES.**

- 5.1. **TRANSFER STATION OPERATIONS.** The Company shall, with the consent of the County of Butte, operate the Ord Ranch Road Transfer Station (the "Transfer Station") for the receipt of Franchise Materials collected by Company under this Agreement, as well as Self-Haul waste from residences and businesses of the City and surrounding areas of Butte County (including the area of the City and adjacent territory).

City shall have the right to enter and inspect the Transfer Station during normal operating hours.

Company shall have the right to utilize the Transfer Station for Solid Waste, Recyclable Materials, Green Waste, Construction and Demolition Debris collection and transfer purposes, and all of the property, buildings and appurtenances located at the Transfer Station.

City's responsibilities. City shall be responsible for ordinary maintenance of the Transfer Station and repairs thereto necessitated by normal wear and tear. City shall not be responsible for damages or extraordinary wear to its facilities caused by Company's active negligence or intentional misconduct. City shall construct, where necessary, fences, walls, paving or appurtenances as may be necessary for the collection, sorting and handling of Franchise Materials.

Company's responsibilities. Company shall be responsible for keeping the Transfer Station in a clean and workable condition at all times during the term of this agreement. Company shall not be responsible for any repairs to buildings, grounds and appurtenances on the premises during the term of this agreement, except to the extent the damage was caused by the Company's active negligence or intentional misconduct. Company shall be responsible for the payment of all utility charges and fees connected to the operation of the Transfer Station. Company shall provide, and have complete responsibility for all necessary personnel, vehicles, equipment and containers necessary for the collection and handling of Franchise Materials. Company shall be responsible for transferring all material received at the Transfer Station to ultimate disposal or

processing facilities. Company shall be required to ensure that unloaded materials are properly placed in the designated areas. For example, Company shall be required to deposit batteries and cell phones, used motor oil and used motor oil filters in the containers designated for storage of these materials.

- 5.1.1. Transfer Operations. Transfer operations to be performed by the Company include, but are not necessarily limited to: the screening of incoming loads for hazardous waste, or other unacceptable material at a level consistent with or greater than that required by the applicable regulations; receipt of acceptable Solid Waste; the transfer of Solid Waste from the designated tipping area to the Company provided (40) to sixty five (65) yard transfer containers; and transport of Solid Waste to the Disposal Site.
- 5.1.2. Residential Household Hazardous Waste Program. Company agrees to conduct a Residential Customer household hazardous waste program at the Transfer Station free of charge to City residents. As a part of this program, the Company shall conduct appropriate public awareness and education programs concerning the need to separately dispose of certain hazardous wastes used commonly for residential use. Company shall further institute a once a month collection of household hazardous waste at the Transfer Station, including a load check program at the landfill site. Materials to be accepted shall include, at a minimum, antifreeze, batteries, oil, paint and materials containing chlorofluorocarbon (CFC).
- 5.1.3. Transfer Station Voucher. City will provide each dwelling unit receiving residential services with one "Transfer Station Voucher" on a schedule and on a form to be approved by the Company. Each voucher will entitle a resident of that dwelling unit to dispose at no cost of up to two (2) cubic yards of refuse at the Transfer Station during the term of this Agreement. To be valid, the voucher must be presented upon entrance to the transfer station. Notwithstanding the foregoing, the voucher shall not permit the disposal of commercial waste or any materials that under current or future statute, ordinance or regulation require the application of special treatment, handling, or disposal practices beyond those normally required for solid waste, including without limitation dirt, concrete, tires, liquids, toxic or hazardous materials, cathode ray tubes (CRT), materials containing CFC's, and large or heavy metal objects such as auto bodies, engines, transmissions, refrigerators, and air-conditioners; provided, however, that Company may, in its discretion, accept such waste and materials for an additional charge to be determined by Company.
- 5.1.4. Senior Bulky Waste Collection. Upon request by the City, the Company will provide at no additional charge curbside collection of Bulky Waste for Residential Customers who request such service, are over 65 years of age and do not have a vehicle to use the voucher at the transfer station; provided that the Company's obligation shall be limited to collecting Bulky Waste consisting of no more than four cubic yards in aggregate per household per year. The Company's obligations shall be limited to the first 25 qualifying individuals requesting service during each

calendar year. Such services will be provided on a schedule mutually agreed upon by City and the Company. The Company may charge an additional charge of \$35 for special handling items, such as a refrigerator requiring refrigerant evacuation. Should the City decide not to implement this program, the City may utilize the 25 four cubic yard cleanup bins for code enforcement, other clean-up programs or for the City's use. For purposes of this paragraph "Bulky Waste" excludes Hazardous Waste, items larger than four cubic yards and items of excessive size or density, such as engine blocks, spas, boats and trailers.

5.1.5. Drop-Off Recycling Center. As part of the Transfer Station Operation Services the Company agrees to provide and maintain a drop-off recycling center at the Ord Ranch Road Transfer Station. Materials to be accepted are to include, but are not necessarily limited to: aluminum cans, glass bottles and jars, e-waste, metal cans and narrow neck plastic containers (plastic 1 & 2), and newspaper, mixed paper (including but not limited to magazines, junk mail, brown paper bags, and white and colored paper), and corrugated cardboard.

5.2. MATERIALS TO BE TRANSFERRED AND DISPOSED OF AT THE TRANSFER STATION.

5.2.1. The Company shall accept and transfer all self-hauled Solid Waste within the jurisdiction of the City and in the Gridley-Biggs County areas and delivered to the Transfer Station.

5.2.2. Company shall have sufficient bins on hand such that no one be turned away who presents acceptable Solid Waste during the hours the Transfer Station is open. Delivery of Solid Waste, Recyclable Materials, Green Waste or any other materials to the Transfer Station by a commercial hauler or collector other than Company is not permitted without the written authorization of the City.

5.3. **DAYS AND HOURS OF OPERATION.** The Transfer Station will be open to the public, at a minimum, every Saturday and Sunday, unless Saturday or Sunday falls on a recognized holiday, between the hours of 9:00 a.m. and 5:00 p.m. Company may remain open additional days and additional hours if the volume of Solid Waste is such that additional time is warranted. In the event that Company does desire to operate on additional days, Company shall give the City thirty (30) days' notice of its intention to do so.

5.4. **CITY USE OF TRANSFER STATION.** The City reserves the right to enter the Ord Ranch Road Transfer Station at any time, including non-operating hours, for its own use for the purpose of dumping street sweepings and refuse. There shall be no charge to the City for this material.

5.5. COMPANY AND OTHER COMMERCIAL HAULER USE OF TRANSFER STATION.

5.5.1. Company Use of Transfer Station. The Company shall have the right to use the Ord Ranch Road Transfer Station for the transfer of Solid Waste, Recyclable Materials and Green Waste. Should the Company not be able to use the Ord Ranch Road Transfer Station for this intended purpose due to regulatory prohibitions or inability to effectively operate the transfer station as proposed due to lack of effective due diligence or other factors within its control, it shall make alternative arrangements for handling of this material at no additional cost to the City; if Company is not able to use the Transfer Station for reasons beyond its reasonable control, and alternate facilities are used at an increased cost to Company, then Company shall be entitled to additional compensation (Section 6.4). Company shall notify the City in writing of any proposed material changes to the use of the Ord Ranch Road Transfer Station. Approval of any such proposed changes shall be entirely at the discretion of the City, and shall be provided to the Company in writing.

5.5.2. Commercial Hauler Delivery to Transfer Station. The City and Company may agree in writing to authorize other commercial haulers to deliver Solid Waste, Recyclable Materials or Green Waste to the Ord Ranch Road Transfer Station.

5.6. **APPLICATION AND PERMIT.** Attached hereto and made a part hereof is a copy of the Solid Waste Facilities Permit for the Ord Ranch Road Transfer Station (Attachment A). The requirements and the provisions of said Permit are incorporated herein and made a part of this Agreement, and Company agrees to abide in all respects by the requirements of said Permit.

5.7. **AGREEMENT WITH COUNTY.** Attached hereto (Attachment B) and made a part hereof is a copy of the "Agreement Between the County of Butte and the City of Gridley for the City's Use of Certain Premises" (City/County Transfer Station Agreement). The requirements and the provisions of said City/County Transfer Station Agreement are incorporated herein and made a part of this Agreement, and Company agrees to abide in all respects by the requirements of said City/County Transfer Station Agreement. The City shall make a good faith effort to extend the term of the City/County Transfer Station Agreement for an additional period ending no earlier than eight years following the end of the Initial Term. Should the County decline to extend or renew the Transfer Station Agreement, the City and Company will meet to determine impacts and options.

5.8. **INSPECTIONS.** To ensure that the regulations and laws for the operation of the Ord Ranch Road Transfer Station are met, the site and operation may be inspected during the term of this Agreement by a representative of the City, State or other authorized agency to assure compliance.

6. **SERVICE RATES.**

6.1. **AMOUNT OF SERVICE RATES.** As of the Effective Date of this Agreement, Company may not charge Service Rates in excess of those set forth in Exhibit "2." The Company may establish charges for Special Services that are not specified in Exhibit 2.

6.2. **CPI ADJUSTMENT.** The Service Rates set forth in Exhibit 2 shall be adjusted on January 1st of each year, beginning January 1, 2025 and annually thereafter to reflect one-hundred percent (100%) of the annual change in the Consumer Price Index, series CUUR0000SEHG CPI-U Water and Sewer and Trash Collection Services, US City Average, not seasonally adjusted, as published by the United States Department of Labor, Bureau of Labor Statistics (CPI). This annual adjustment to the rates will be based on 100-percent of the annual percentage change in the CPI for September of the current year as compared to September of the prior year (CPI 100% Rate Adjustment Factor). Annual CPI adjustments shall have a 2% floor and 5% cap. If an annual CPI adjustment would otherwise be lower than 2% or above 5%, such difference will be applied to the following year's CPI adjustment. For example, if a CPI adjustment would be 6% if not for the cap, the adjustment shall be 5%, and 1% shall be added to the following year's CPI adjustment. The Company shall submit a formal Request for Service Rates Adjustment to the City on an annual basis no later than November 1st of the current year.

6.3. **FUEL COST ADJUSTMENT.**

6.3.1. Entitlement to Fuel Cost Adjustment. The Service Rates set by this Agreement are calculated to pay certain expenses and costs that are of a contingent and uncertain nature. Therefore, in addition to the CPI Adjustment and other rate adjustments provided by this Article 6, the Service Rates shall be further adjusted for changes in fuel costs associated with performance of the services hereunder in the manner provided below.

6.3.2. Procedural Requirements. The Fuel Cost Adjustment shall be made annually concurrently with and using the same time frames as the adjustment for changes in the Consumer Price Index as contemplated by Section 6.2.

6.3.3. Formula for Fuel Cost Adjustments. The Fuel Cost Adjustment shall be calculated by the following formula:

$$(1 + [(Fuel\ Cost\ Change - CPI\ Change) \times Fuel\ Percentage]) \times Old\ Rate = New\ Rate$$

The terms used in the preceding formula shall have the following meanings:

“Fuel Cost Change” means, for No. 2 diesel fuel, the average price for California No. 2 diesel fuel for the most recently completed calendar year divided by such average price for the calendar year preceding the most recent calendar year. The price used to compute the Fuel Cost Change shall be the price reported by the United States Department of Energy, Energy Information Administration. In the event that price is no longer reported, the parties will designate a new methodology for determining the price based on comparable data. For fuels other than No. 2 diesel, the Company shall calculate the change in fuel cost using the same time periods and a reasonably comparable fuel price index.

“CPI Change” means the average CPI index for the U.S. City Average, All Items, 1982-84 = 100, for All Urban Consumers, for the most recently completed calendar year divided by such average price for the calendar year preceding the most recent calendar year.

“Fuel Percentage” means the Company’s total cost for diesel fuel (or such other fuel as is employed by Company) incurred during the most recent calendar year divided by Company’s total operating revenue for such calendar year, in both cases calculated for Company’s operations district that includes the City.

“Old Rate” means each of the rates for services as they may have been previously adjusted or amended.

“New Rate” means the new rate calculated pursuant to the preceding formula that will replace the Old Rate.

6.3.4. Fuel Cost Floor. This rate adjustment for fuel costs shall be in addition to, and not in lieu of, any other rate increase to which Company may be entitled under this Agreement. Under no circumstances may an adjustment for fuel costs reduce a rate below the initial rates as of the Effective Date, as increased thereafter pursuant to this Article 6 or other provisions of this Agreement. Adjustments for fuel costs shall only be made to increase or reduce (but not below zero) prior adjustments for fuel costs.

6.4. **REDIRECTION OF FRANCHISE MATERIALS.** In the event that the Company redirects Solid Waste, Recyclable Materials and/or Green Waste to a facility other than the Ord Ranch Road Transfer Station and such changes result in a material increase or decrease in costs and/or increase or decrease in revenues to the Company, the Company and the City shall have the right to receive an adjustment in the Service Rates sufficient to offset in full such increase or decrease, and in no event shall the Company be required to implement any redirection until such time as adjustments in the Service Rates rates have been made in order to compensate the Company for such increase in costs and/or decrease in revenues.

6.5. **EXTRAORDINARY SERVICE RATE REVIEW REQUEST.** In addition to the annual adjustment provided by Sections 6.2, 6.3 and 6.4 above, the Service Rates shall, upon written request of Company, be further adjusted to fully capture increased expenses and lost revenue associated with performance of the services hereunder due to any one or more of the following causes:

6.5.1. Uncontrollable Circumstance;

6.5.2. Changes in Applicable Law that is effective after the Effective Date of this Agreement;

- 6.5.3. Increase in surcharges, fees, assessments or taxes levied by federal, state or local regulatory authorities or other governmental entities related to the Franchise Services;
- 6.5.4. Processing facility and disposal facility/landfill tip fees that are not regulated by the Company or an affiliate of the Company.
- 6.5.5. Any other extraordinary circumstances or causes or reasons that are not within the reasonable control of Company.

If Company requests a Service Rates adjustment pursuant to this Section 6.5, it shall prepare a Service Rates adjustment request setting forth its calculations of the increased costs/lost revenue and accompanying adjustment to the Service Rates necessary to offset such increased costs/lost revenue. The City may request documentation and data reasonably necessary to evaluate such request by Company, and may retain, at its own expense, an independent third party to audit and review such documentation and request. If such third party is retained, the City shall take reasonable steps, consistent with Applicable Law, to protect the confidential or proprietary nature of any data or information supplied by Company. The City shall approve all properly calculated Service Rates adjustments within ninety (90) days of Company's request, and the adjusted Service Rates shall be deemed to take effect as of the date of Company's request. In addition, if the request is based upon any new or increased third party fees, taxes, assessments or charges, the City shall approve the Service Rates adjustment within such time period as necessary to ensure that such fees, taxes, assessments or charges are passed on to Service Recipients by the date the same are effective.

6.6. BILLING AND COLLECTION OF ACCOUNTS. Company shall bill Customers for all Collection Services (including Disposal) for Franchise Materials as part of a single all-inclusive Service Rate. Such billings may cover the periods and be collected by the methods hereinafter set forth.

6.6.1. Residential. Single-Family Residence and Multiple-Family Dwellings Customers may be billed for up to three (3) months in advance or based on arrears/advanced billing combinations implemented at the discretion of the Company. Payment shall be due within 30-days of the billing date. If not paid when due, the bill may thereafter bear a late charge of 1.5% per month which shall be collectible along with the charge for service. If the bill is not within 90-days of billing, and after notice of delinquency has been sent to the Customer by Company, the Company may discontinue service and may continue charge interest not to exceed 1.5% per month, for such time as the bill remains unpaid after the due date.

6.6.2. Non-Residential. All non-residential Customers shall be billed monthly in advance, except for roll-off services, which may be billed in arrears. Payment with respect to each such bill shall be due on or before the 30th day following the end of the service period for which the bill is rendered; thereafter the bill shall be considered delinquent, and the Company may discontinue service and may charge interest, not to exceed 1.5% per month, for such time as the bill remains unpaid after the due date.

6.6.3. Special Assessment Procedure. During each quarterly billing period, Company shall determine which Customers (SFD, MFD and Commercial) are ninety (90) days or more delinquent in payment of their bill. Company shall prepare and mail a bill to each such Customer indicating that the Customer has incurred a bill that is ninety (90) days delinquent. Company shall also mail a notice to each affected property Owner, if not the Customer, advising the Owner that the Customer's tenant has incurred a bill that is ninety (90) days delinquent, including tenants who have cancelled their service. Company agrees that it will use the most current data of property Owners compiled by the County Tax Assessor's Office when mailing such notices.

Company will mail three (3) notices to delinquent Customers and each affected property Owner. Such notices shall be mailed in February, March and April, with a payment due date of June 1st. Company shall provide the City a list of the delinquent accounts that have not paid. A bill must be past due at least one hundred twenty (120) days and the Company shall exercise reasonable efforts as described in this Section to achieve collection of the bill prior to passing it on to the City for placement on the tax rolls. City shall reimburse Company for delinquent payments that are placed on the tax roll upon collection of those payments from the property Owner and within thirty (30) days of receipt by the City.

6.6.4. Special Services. Company shall also receive fees for performance of special services as agreed upon in separate contracts between Company and each Customer requesting such special service. Company shall provide the City with notice of such special services and the fees charged.

6.7. CONTAMINATION AND OVERAGE.

6.7.1. Definitions:

6.7.1.1. Contamination: Materials placed in a Recyclable Materials container other than Recyclable Materials, or material placed in a Green Waste container other than Green Waste.

6.7.1.2. Overage: (i) Solid Waste, Recyclable Materials or Green Waste exceeding its container's intended capacity such that the lid is lifted (or would be lifted if lowered) or (ii) Solid Waste, Recyclable Materials or Green Waste placed on top of or in the immediate vicinity of the container, in bags or otherwise.

6.7.1.3. Violation Notice: An electronic notice to the customer (if such contact information is provided by customer) with the following information: (a) Date of the offense; (b) description of the offense; (c) if available, a photograph or video (or link to photograph or video); (d) description of the materials that are appropriate for collection in said container and a link to view online with

educational materials; and (e) website to obtain additional information and/or receive responses to questions the customer may have.

6.7.2. The following shall apply regarding occurrences of Contamination and Overage:

6.7.2.1. Contamination.

6.7.2.1.1. First and Second Occurrences. Company shall service containers with Contamination except where there is visible Excluded Waste. Company shall provide a Violation Notice, where such contact information has been provided.

6.7.2.1.2. Third and Subsequent Occurrences. Company may opt to not collect Recyclable Materials or Green Waste containers with Contamination; in such event, the customer may request the container be collected as Solid Waste, and an additional fee will apply. Alternatively, Company may collect a container with Contamination and invoice the customer a Contamination Charge in the amount set forth in Exhibit A. In either case, the Company shall provide a Violation Notice where such electronic contact information has been provided.

6.7.2.2. Overage. Company may opt to not collect Overage, unless caused by Company spillage of non-overloaded containers during collection; in such event, the customer may correct the Overage and request that Company return to service the container (an additional fee will apply). Alternatively, Company may collect the container with Overage and invoice the customer an Overage Charge in the amount set forth in Exhibit A. In either case, the Company shall provide a Violation Notice where such electronic contact information has been provided. If there have been more than three instances of Overage in any 12-month period for a particular service (i.e., Solid Waste, Recyclable Materials, or Green Waste), Company may increase the customer's service level (i.e., larger container or more frequent service) to mitigate the Overage, and may increase the charges to such Customer according to the increased service level.

6.7.2.3. Overweight Containers. The Company may refuse to collect any Solid Waste, Recyclable Materials, or Green Waste Container which the Company reasonably believes to be overweight. A container shall be considered "overweight" if the total weight of the container and contents exceeds two times the volume capacity of said container (e.g., 192 pounds for a 96-gallon Cart). The Company shall provide notification to the customer regarding each instance of non-collection.

7. **REPORTS.** The Company will provide the City with reports that contain the information required by the City for compliance with AB 939 and for the City to measure the Company's performance of items in this Agreement, but limited to information directly attributable to the

Collection Services provided under this Agreement. The frequency and content of the reports shall be determined by agreement of the City and the Company.

8. INDEMNITY, INSURANCE.

8.1. INDEMNIFICATION OF THE CITY.

8.1.1. General Indemnity. The Company agrees to and shall indemnify, defend, with counsel acceptable to the City, and hold harmless City, its officers, officials, employees, volunteers, agents and assigns from and against any and all damages (whether special, general or punitive), loss, liability, fines, penalties, forfeitures, claims, demands, actions, proceedings or suits (whether administrative or judicial), in law or in equity, of every kind and description, (including, but not limited to, injury to and death of any person and damage to property, strict liability, product liability, or for contribution or indemnity claimed by third parties) arising or resulting from or in any way connected with: (i) the operation of the Company, its agents, employees, affiliates and subcontractors, in performing or failing to perform this Agreement; (ii) the failure of the Company, its agents, employees, affiliates and subcontractors to comply in all respects with the provisions of this Agreement, Applicable Laws; (iii) the acts of Company, its officers, employees, agents, affiliates and subcontractors in performing services under this Agreement (whether or not third parties may also be contributorily negligent); (iv) the acts of the Company, its officers, employees, agents, affiliates and/or subcontractors in performing services under this Agreement for which strict liability is imposed by law (including without limitation strict liability under environmental laws), subject to the Company's right of contribution, if any, against the City; and (v) the processing, marketing, and end use of Recyclable Materials and Green Waste. The foregoing indemnity shall only apply to the extent such loss, liability, penalty, forfeiture, claim, demand, action, proceeding, suit, injury, death or damage is not caused by the negligence or willful misconduct of the City, its officers, employees, agents or volunteers.

8.2. **INSURANCE SCOPE AND LIMITS.** The Company shall procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder by the Company, his agents, representatives, employees or subcommands. With respect to General Liability and Pollution and/or Environmental Impairment Liability coverage shall be maintained for a minimum of five (5) years after contract completion, which continuing coverage may be maintained through continuous policy renewals. The maintenance of claims made against any insurance required of the Company shall not be considered a waiver by City of any claim or liabilities it may have against the Company.

8.2.1. Minimum Limits of Insurance. The Company shall maintain insurance coverage of the following type and with limits no less than:

- 8.2.1.1. General Liability: \$5,000,000 combined single limit per occurrence for bodily injury, personal injury and property damage.
 - 8.2.1.2. Automobile Liability: \$5,000,000 combined single limit per accident for bodily injury and property damage.
 - 8.2.1.3. Worker's Compensation and Employer's Liability: \$3,000,000 each accident, \$1,000,000 policy limit bodily injury or disease, \$3,000,000 each employee bodily injury by disease.
 - 8.2.1.4. Pollution and/or Environmental Impairment Liability: \$5,000,000 each occurrence/\$10,000,000 policy aggregate covering liability arising from the release of waste materials and/or irritants, contaminants or pollutants.
- 8.2.2. Deductible and Self-Insured Retentions. The deductibles or self-insured retentions for the General Liability and Auto Liability policies are for the account of the Company and shall be the sole responsibility of the Company.
- 8.2.3. Other Insurance Provisions. The policies are to contain, or be endorsed to contain, the following provisions:
- 8.2.3.1. Automobile liability and general liability: The City, its officers, officials, employees and volunteers are to be covered as additional insureds with respect to liability arising out of automobiles owned, leased, hired or borrowed by or on behalf of the Company; and with respect to liability arising out of work or operations performed by or on behalf of the Company including materials, parts or equipment furnished in connection with such work or operations.
 - 8.2.3.2. Worker's Compensation and Employers Liability Coverage. The Insurance company shall agree to waive all rights of subrogation against the City, its officers, officials, employees and volunteers for losses arising from work performed by the Grantee for the City.
 - 8.2.3.3. All Coverages. Each insurance policy required by this clause shall be endorsed to state that coverage shall not be canceled by either party except after thirty (30) days prior written notice has been given to the City.
 - 8.2.3.4. Verification of Coverage. The Company shall furnish the City with certificates of insurance and endorsements effecting coverage required by this clause or certificates evidencing such coverage. The endorsements or certificates are to be signed by a person authorized by that Insurance Company to bind coverage on its behalf.
- 8.3. **REVOCATION OF PREVIOUS AGREEMENTS.** This Agreement, rather than any preceding agreements between the City and Company, shall govern with respect to the Company and City' rights, duties and obligations relating to this Franchise. Upon execution of this Agreement, all previous Agreements shall terminate and be of no further force and effect except with respect to covenants therein for acts and omissions occurring prior to the date of termination.

8.4. **COMPLIANCE WITH APPLICABLE LAW AND MUNICIPAL CODE.** Company agrees that it will comply with all Applicable Law and those provisions of the Gridley Municipal Code which are applicable to the work or business in which it is herein franchised, and with any and all amendments to such applicable provisions during the term hereof, but only to the extent they are not inconsistent with or do not conflict with the terms and conditions of this Agreement without regard to this Section.

9. **DEFAULT; DISPUTE RESOLUTION.**

9.1. **EVENTS OF DEFAULT.** Each of the following shall constitute an event of default (“Event of Default”) hereunder, in each case subject to any applicable cure rights, including without limitation the cure rights provided in Section 9.2:

9.1.1. Failure to correct breach. Failure to correct any breach of this Agreement within the applicable cure period (as defined below).

9.1.2. Company bankruptcy. The Company files a voluntary petition for debt relief under any applicable bankruptcy, insolvency, debtor relief, or other similar law now or hereafter in effect, or consents to the appointment of or taking of possession by a receiver, liquidator, assignee (other than as a part of a transfer of equipment no longer useful to the company or necessary for this Agreement), trustee (other than as security for an obligation under a deed of trust), custodian, sequestrator (or similar official) of the company for a part of the Company’s operating assets or any substantial part of the Company’s property, or shall make any general assignment for the benefit of the Company’s creditors, or shall fail generally to pay the Company’s debts as they become due.

9.1.3. Court order or decree. Any court having jurisdiction shall enter a decree or order for relief in respect of the Company, in any involuntary case brought under any bankruptcy, insolvency, debtor relief, or similar law now or hereafter in effect, or the Company shall consent to or shall fail to oppose any such proceeding, or any such court shall enter a decree or order appointing a receiver, liquidator, assignee, custodian, trustee, sequestrator (or similar official) of the Company or for any part of the Company’s operating equipment or assets, or order the winding up or liquidation of the affairs of the Company.

9.2. **CURE RIGHTS.** Notwithstanding any other provision of the Agreement to the contrary, the City shall provide the Company with reasonable notice of and a reasonable opportunity to cure any breach of this Agreement during the time periods set forth below or such longer period as may otherwise be provided in the Agreement (the “Cure Period”). Any breach that is timely cured by the Company shall not be determined to constitute an event of default or give rise to the City’s right to terminate or suspend the Agreement or pursue its other remedies for breach. The Company shall begin cure of any breach or default as soon as it becomes aware of the breach or default, whether

discovered by the Company or through notice from the City. Upon becoming cognizant of the default, the Company shall proceed to cure such default as follows:

9.2.1. Immediately, if the default is such that in the determination of the City, the health, safety, or welfare of the public is endangered thereby; or

9.2.2. Within thirty (30) days of giving or receiving notice of default; provided that if the nature of the default is such that it will reasonably require more than thirty (30) days to cure, the Company shall have such additional time as is reasonably needed to expeditiously complete a cure. During any default cure period, the Company shall provide the City weekly written status of progress in curing such default.

9.3. **RIGHT TO TERMINATE UPON DEFAULT.** Upon an Event of Default by the Company, the City shall have the right to terminate this Agreement, subject to review as provided in Section 9.6.

9.4. **CUMULATIVE SPECIFIC PERFORMANCE.** The City's right to terminate the Agreement under Section 9.3 is not exclusive, and the City's termination of the Agreement shall not constitute an election of remedies. Instead, all remedies provided for in this Agreement shall be in addition to any and all other non-duplicative legal and equitable rights and remedies which the City may have under law or as otherwise provided in this Agreement.

9.5. **EXCUSE FROM PERFORMANCE.**

9.5.1. Excuse from Performance. The Parties shall be excused from performing their respective obligations hereunder in the event they are prevented from so performing by Uncontrollable Circumstances beyond the control of and not the fault of the Party claiming excuse from performance hereunder. In the event of labor unrest, including but not limited to strike, work stoppage or slowdown, sickout, picketing, or other concerted job action, the Company shall not be required to adhere strictly to the specific requirements of this Agreement regarding routes, collection times or similar matters; provided, however, that: (i) in no event shall more than nine days elapse between pickups for customers, and (ii) all customers shall receive at least 24 hours' notice of deviations from collection routes or times.

9.5.2. Notice. The Party claiming excuse from performance shall, within two (2) business days after such party has notice of such cause, give the other party notice of the facts constituting such cause, efforts undertaken by the Company to attempt to perform this Agreement, the estimated timelines for such performance, and asserting its claim to excuse under this Section; provided, that failure to give such notice shall not eliminate the excuse from performance except to the extent the other Party shall have been prejudiced by such failure.

9.6. **DISPUTE RESOLUTION.**

9.6.1. Reference of dispute. Any dispute seeking damages and any dispute seeking other legal or equitable relief, including but not limited to specific enforcement of any provision hereof, shall be heard and determined as provided below in this Section 9.6.

9.6.2. Dispute Resolution Procedures.

9.6.2.1. Negotiations. In the event that any dispute may arise, the parties shall first seek to resolve any disputes by negotiations between a senior executive of the Company and the City Administrator (the "Senior Executives").

9.6.2.1.1. Notification. When a party believes there is a dispute relating to the Agreement, the party will give the other party written notice of the dispute.

9.6.2.1.2. Meeting among Senior Executives. The Senior Executives shall meet at a mutually acceptable time and place within thirty (30) days after the date of the notice to exchange relevant information and to attempt to resolve the dispute. If a Senior Executive intends to be accompanied at a meeting by an attorney, the other party's Senior Executive shall be given at least three (3) business days' notice of such intention and may also be accompanied by an attorney.

9.6.2.1.3. Confidentiality. All negotiations are confidential and shall be treated as compromise and settlement negotiations under the State of California Rules of Evidence.

9.6.2.2. City Council. If the dispute has not been resolved within thirty (30) days after the date of the notice of a dispute, or if the party receiving such notice fails or refuses to meet within such time period, either party may submit the dispute to the City Council for resolution by making written request to the City Council. The City Council shall consider the dispute at a meeting to be held within thirty (30) days following receipt of such request.

9.6.2.3. Litigation. If a dispute has not been resolved to the satisfaction of the parties within sixty (60) days after the written submission to the City Council, then either party may initiate litigation in the courts of the State of California, which shall have exclusive jurisdiction over such disputes. The exclusive venue for such disputes shall be Butte County.

9.6.3. Interim Measures. Notwithstanding the requirements for alternative dispute resolution procedures (such as negotiation and submission to the City Council), either party may apply to the courts of the State of California for equitable relief, including temporary restraining orders, injunctions, attachments and conservation orders in appropriate circumstances.

9.6.4. Costs and Attorney's Fees. In the event of any action or litigation to enforce this Agreement, for interpretation or construction of this Agreement, or on account of any default under or breach of this Agreement, each party to such action, arbitration or litigation shall bear its own costs and expenses in connection with such action or litigation.

9.6.5. Punitive Damages. Penal, punitive, treble, multiple, consequential, incidental or similar damages may not be recovered or awarded as damages for a breach of this Agreement. However, notwithstanding the preceding sentence, in the case of a finding of tortious liability by either party, there shall be no prohibition on the award of punitive, exemplary or treble damages where such damages are based upon a judicial finding of "fraud", "oppression" or "malice" as those terms are defined in California Civil Code 3294.

10. ASSIGNMENT.

10.1. "Assignment" means: (i) a sale, exchange or other transfer of this Agreement, the Company's rights hereunder, or substantially all of the Company's assets dedicated to service under this Agreement to a third party; (ii) a sale, exchange or other transfer of thirty (30) percent or more of the outstanding common stock of the Company; (iii) any reorganization, consolidation, merger re-capitalization, stock issuance or re-issuance, voting trust, pooling Agreement, escrow arrangement, liquidation or other transaction to which the Company or any of its shareholders is a party which results in a change of ownership or control of thirty (30) percent or more of the value or voting rights in the stock of the Company; and (iv) any combination of the foregoing (whether or not in related or contemporaneous transactions) which has the effect of any such transfer or change of ownership; provided that the effect of such occurrence is to change control of the Company or responsibility for this Agreement to an entity that is not controlled by Company's ultimate parent entity (as defined on the effective date of this Agreement in 16 CFR §801.1(a)(3)). For purposes of this Section, the term "proposed assignee" shall refer to the proposed assignee(s) or other successor(s) in interest pursuant to the assignment. If the Company is a subsidiary of another corporation or business entity, any "Assignment," as defined above, by the parent company or corporation shall be considered an Assignment by the Company; provided, however, that no such occurrence shall constitute an "Assignment" if, following such occurrence, the surviving ultimate parent entity is owned by a large, fluid aggregation of shareholders where no shareholder owns more than ten percent (10%) of the voting securities of the surviving ultimate parent entity (excluding, however, any such shareholder that prior to such transaction owned 10% or more of the voting securities of the ultimate parent entity of Company). Notwithstanding any other provision of this Section 10, reorganizations, mergers, consolidations, sales of equity or assets or similar transactions between or among entities owned by the same ultimate parent, including but not limited to Company and regardless of which entity is the survivor, do not constitute an Assignment.

10.2. In connection with any proposed Assignment, the Company shall furnish the City with satisfactory proof that any proposed assignee has the demonstrated technical and financial capability to perform all Franchise Services, including:

10.2.1. That the proposed assignee has at least 10 years of Solid Waste management experience on a scale equal to or exceeding the scale of operations conducted by Company under this Agreement.

10.2.2. In the last five (5) years, the proposed assignee has not suffered any significant citations or other censure from any State, federal or local laws and the assignee has provided City with a complete list of such citations and censures.

10.2.3. The proposed assignee has at all times conducted its operations in an environmentally safe and conscientious fashion.

10.2.4. The proposed assignee conducts its Solid Waste management practices in accordance with sound Solid Waste management practices in full compliance with all federal, State and local laws regulating the collection and Disposal of Solid Waste including hazardous substances.

10.2.5. Assignee has experience in billing Customers for a city of comparable size to City of Gridley in which the company has provided residential and Commercial Service, and has successfully performed the billing and collection services for a minimum of five years for Residential and Commercial Customers.

10.2.6. Financial assurances that confirm the assignee's financial ability to perform the Agreement, and the City may require changes to the insurance coverage provided in this Agreement (including without limitation insurance products, coverage limits, deductibles and self-insured retentions) as appropriate in view of the assignee's financial capability and to confirm the assignee's financial ability to perform all Franchise Services and its other responsibilities under this Agreement.

10.2.7. Any other information required by City to ensure the proposed assignee can fulfill the terms of this Agreement in a timely, safe and effective manner.

The City shall consent to such an assignment if such information reasonably demonstrates that the proposed assignee has the demonstrated technical and financial capability to perform all Franchise Services.

10.3. If the City consents to an Assignment at the point of transition, the Company shall cooperate with the City and subsequent Company(s) or subcontractor(s) to assist in an orderly transition which shall include the Company providing route lists and billing information. If any entity succeeds to the rights duties and obligations of the Company under this Agreement in conformity with the terms of this Section 10 (including with the City's consent, where required), then the City shall execute a novation whereby such new entity shall assume all of the rights, duties and obligations of the Company under

this Agreement and the City shall release the Company of all obligation and liability under this Agreement.

- 10.4. The Company shall not delegate or subcontract its obligations under this Agreement to any other person or entity without the prior written consent of the City, other than a delegation or subcontract to an affiliate of the Company.

11. MISCELLANEOUS.

- 11.1. **AMENDMENT.** Except for rate and fee adjustments made pursuant to Section 6 of this Agreement, this Agreement may be amended or modified only by a written agreement duly authorized and executed by both City and Company.
- 11.2. **INDEPENDENT COMPANY.** It is expressly understood and agreed that Company shall perform all work and services described herein as an independent contractor and not as an officer, agent, servant or employee of City; that Company shall have the exclusive control over the details of the services and work performed hereunder and all persons performing the same; that Company shall be solely responsible for the acts and omissions of its officers, agents, employees, contractors and subcontractors, if any; and that nothing herein shall be construed as creating a partnership or joint venture between City and Company. Neither Company nor its officers, employees, agents or subcontractors shall obtain any rights to retirement benefits, workers' compensation benefits or any other benefits which accrue to City employees.
- 11.3. **RIGHT OF ENTRY.** Company shall have the right, until receipt of written notice revoking permission to pass is delivered to Company, to enter or drive on any private street, court, place, easement or other private property for the purpose of collecting or transporting Franchise Materials of the Owner of or Customer located on the private street, easement, or property, or its lawful occupant.
- 11.4. **LAW TO GOVERN.** It is understood and agreed by the parties hereto that the laws of the State of California shall govern the rights, obligation, duties and liabilities of the parties to this Agreement and shall govern the interpretation of this Agreement.
- 11.5. **FEES AND GRATUITIES.** Company shall not, nor shall it permit any agent, employee or subcontractor employed by it to, request, solicit, demand or accept, either directly or indirectly, any compensation or gratuity for the collection of Franchise Materials otherwise required to be collected under this Agreement, other than acceptance by drivers of holiday gifts offered by customers of a reasonable value.
- 11.6. **NOTICES.** All notices, demands, requests, consents or other communications which this Agreement contemplates or authorizes, or requires or permits either party to give to the other, shall be in writing and shall be personally delivered or sent by registered or certified mail, postage prepaid, return receipt requested, or a nationally recognized overnight delivery service (receipt requested), addressed to the respective party as follows:

To CITY: City of Gridley
City Hall
685 Kentucky Street
Gridley, CA 95948
Attn: City Administrator

With Copy to:
Anthony E. Galyean, Esq.
Gridley City Attorney
1129 D Street, PO Box "A"
Marysville, CA 95901

To COMPANY: USA Waste of California, Inc.
Attn: President
333 E. Turner Road
Lodi, CA 95240

or to such address as either party may from time to time designate by notice to the other given in accordance with this Section. Such notice shall be deemed effective on the date personally served or, if mailed, three (3) business days from the date such notice is deposited in the mail.

11.7. **SEVERABILITY.** If any non-material provision of this Agreement shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such provision shall not affect the validity and enforceability of any of the remaining provisions of this Agreement, which shall be enforced as if such invalid or unenforceable provision had not been contained herein.

11.8. **GOOD FAITH AND EXERCISE OF OPTIONS.** Parties will exercise any approval, disapproval, consent, option, discretion, election, opinion or choice under this Agreement, make a requirement under this Agreement, or interpret this Agreement ("Discretionary Action") reasonably. Parties will exercise their rights and remedies in good faith in accordance with Applicable Law. Any referee, court or other decision-maker must find the party's exercise to be reasonable.

11.9. **ENTIRE AGREEMENT; PRIOR AGREEMENTS; WAIVER.** This Agreement, including all Exhibits and Attachments attached hereto, constitutes the full and entire agreement between the parties with respect to the matters covered herein. All prior and contemporaneous agreements, understandings, negotiations, writings and other communications between the parties are hereby superseded and are no longer of any force and effect, except to the extent that the terms of such communications are expressly addressed in this Agreement. As of the Effective Date, this Agreement shall supersede any and all prior agreements between the parties. No waiver of any provision of this Agreement shall be deemed or shall constitute a waiver of any other provision, nor shall any waiver constitute a continuing waiver.

- 11.10. **SECTION HEADINGS.** The section and subsection headings in this Agreement are for convenience of reference only and are not intended to be used in the construction of this Agreement nor to alter or affect any of its provisions.
- 11.11. **INTERPRETATION.** The language of each and all paragraphs, terms and/or provisions of this Agreement, shall, in all cases and for any and all purposes, and in any way and all circumstances whatsoever, be construed as a whole, according to its fair meaning, and not for or against any party hereto and with no regard whatsoever to the identity or status of any person or persons who drafted all or any portion of this Agreement.
- 11.12. **THIRD PARTIES.** Nothing in this Agreement expressed or implied is intended or shall be construed to confer upon or give to any person or entity other than the Parties hereto and their successors and permitted assigns, any rights or remedies under or by reason of this Agreement.
- 11.13. **AUTHORITY.** All individuals executing this Agreement on behalf of the City or the Company represent and warrant that they are duly authorized to execute and deliver this Agreement to the other Party.

Signatures on following page

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed as of the day and year first above written.

CITY OF GRIDLEY, CALIFORNIA

By: 
Name: Elisa Arteaga
Title: City Administrator

USA WASTE OF CALIFORNIA, INC.

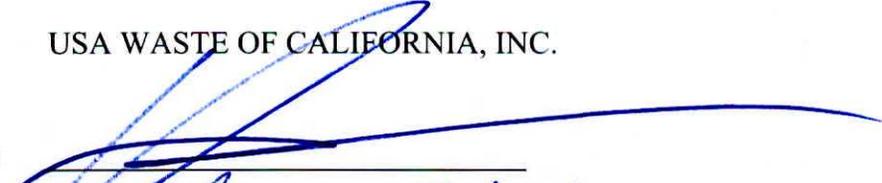
By: 
Name: Barry Skolnick
Title: President

Exhibit 1
Recyclable Materials

- Aluminum cans
- Glass jars and bottles
- Paper junk mail
- Colored paper and bags
- Steel, bi-metal, and tin cans
- Mixed paper
- Brown paper bags
- Plastic bottles and jugs
- Chip board
- Catalogs
- Plastic containers (#1-2)
- Clean foil containers
- Paper egg cartons
- Corrugated cardboard
- Small scrap and cast aluminum

Exhibit 2
First Year Service Rates



CITY OF GRIDLEY
Effective 1/1/2024
Residential Rates

Residential Carts	
Service	Rate
35 gallon - Senior	\$21.75
35 gallon	\$25.86
64 gallon	\$29.89
95 gallon	\$34.97
Add'l 35 gallon	\$12.93
Add'l 64 gallon	\$14.95
Add'l 90 gallon	\$17.48

Extra Pickup Charges	
Service	Rate
35 gallon	\$10.62
64 gallon	\$12.19
95 gallon	\$12.19
Bag	\$5.70

Ancillary Charges	
Service	Rate
Long walk service. Up to 100 feet	\$12.36
Long walk service. 101 to 200 feet	\$24.78
Overfull Container (Snapshot)	\$11.01
Contamination charge	\$13.22
Extra Pickup / Go Back Charge	\$56.58
Replace lost or stolen cart	\$106.89
Replace or Exchange damaged container (not caused by WM)	\$106.89
Account reactivation charge (from bad pay) - no cart delivery	\$56.58
Account reactivation charge (from bad pay) - w/ cart delivery	\$100.62
Late Payment charge	2.5% of balance (\$5.00 min. Chg.)



CITY OF GRIDLEY
Effective 1/1/2024
Commercial Rates

Commercial Carts		Rate
35 gallon		\$34.69
64 gallon		\$48.87
95 gallon		\$84.53
Add'l 35 gallon		\$33.38
Add'l 64 gallon		\$48.87
Add'l 90 gallon		\$84.53

Commercial Bin Rates - Quantity 1	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$151.25	\$244.03	\$336.85	\$429.64	\$522.43	\$665.69
1.5 Yard	\$185.36	\$301.50	\$416.45	\$532.61	\$647.57	\$824.93
2 Yard	\$243.37	\$396.48	\$549.55	\$702.64	\$854.43	\$1,089.85
3 Yard	\$301.41	\$491.37	\$681.36	\$872.64	\$1,062.61	\$1,356.09
4 Yard	\$358.17	\$586.30	\$814.52	\$1,042.58	\$1,270.72	\$1,620.99
5 Yard	\$416.23	\$681.25	\$947.55	\$1,212.60	\$1,477.65	\$1,885.93
6 Yard	\$474.27	\$777.44	\$1,079.39	\$1,382.62	\$1,685.80	\$2,150.87
8 Yard	\$589.05	\$967.31	\$1,344.32	\$1,722.61	\$2,100.84	\$2,681.99

Commercial Bin Rates - Quantity 2	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$295.07	\$480.62	\$666.20	\$851.78	\$1,038.67	\$1,323.88
1.5 Yard	\$363.17	\$594.22	\$825.34	\$1,056.47	\$1,287.62	\$1,642.36
2 Yard	\$479.22	\$785.44	\$1,090.29	\$1,396.52	\$1,702.62	\$2,173.50
3 Yard	\$594.05	\$975.27	\$1,356.50	\$1,736.53	\$2,117.76	\$2,703.35
4 Yard	\$710.14	\$1,165.08	\$1,621.56	\$2,076.43	\$2,532.65	\$3,234.48
5 Yard	\$825.00	\$1,356.30	\$1,886.35	\$2,417.69	\$2,947.86	\$3,764.32
6 Yard	\$941.02	\$1,546.10	\$2,151.28	\$2,757.74	\$3,362.88	\$4,295.52
8 Yard	\$1,170.59	\$1,927.13	\$2,682.38	\$3,437.68	\$4,192.93	\$5,356.49

Commercial Bin Rates - Quantity 3	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$437.55	\$717.16	\$995.58	\$1,275.21	\$1,553.62	\$1,982.07
1.5 Yard	\$542.29	\$888.23	\$1,234.30	\$1,580.31	\$1,927.68	\$2,459.78
2 Yard	\$715.08	\$1,173.13	\$1,632.32	\$2,091.66	\$2,549.54	\$3,255.86
3 Yard	\$887.97	\$1,459.15	\$2,030.34	\$2,601.64	\$3,172.89	\$4,051.92
4 Yard	\$1,060.80	\$1,743.86	\$2,428.58	\$3,111.53	\$3,794.65	\$4,846.71
5 Yard	\$1,233.70	\$2,030.06	\$2,826.42	\$3,621.51	\$4,418.01	\$5,642.78
6 Yard	\$1,406.51	\$2,314.79	\$3,223.16	\$4,132.87	\$5,041.20	\$6,438.86
8 Yard	\$1,752.16	\$2,885.67	\$4,019.21	\$5,152.81	\$6,286.26	\$8,029.73

Multi-Unit Residential Bin Rates	1 x Week	2 x Week	3 x Week	4 x Week	5 x Week	6 x Week
	Rate	Rate	Rate	Rate	Rate	Rate
1 Yard	\$134.28	\$216.06	\$297.83	\$379.56	\$461.33	\$583.53
1.5 Yard	\$164.25	\$265.44	\$366.68	\$469.15	\$570.37	\$723.19
2 Yard	\$215.44	\$349.11	\$484.04	\$618.99	\$752.64	\$955.53
3 Yard	\$265.36	\$432.74	\$600.14	\$767.54	\$934.89	\$1,187.87
4 Yard	\$316.54	\$516.39	\$717.51	\$917.30	\$1,118.40	\$1,418.89
5 Yard	\$366.49	\$600.03	\$833.55	\$1,067.13	\$1,300.67	\$1,651.26
6 Yard	\$417.68	\$683.66	\$950.94	\$1,216.94	\$1,482.93	\$1,883.58
8 Yard	\$518.77	\$850.93	\$1,183.08	\$1,516.50	\$1,848.67	\$2,348.24

Commercial Recycling		Rate
64 Gallon - EOW		\$30.85
2 Yard - 1xWeek		\$91.44
3 Yard - 1xWeek		\$96.96
4 Yard - 1xWeek		\$104.67

6 Yard - 1xWeek	\$119.00
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Extra Pickup Charges	Rate
35 gallon	\$10.91
64 gallon	\$12.53
95 gallon	\$12.53
Bag	\$5.83
1 Yard	\$66.02
1.5 Yard	\$78.56
2 Yard	\$97.84
3 Yard	\$128.70
4 Yard	\$152.15
5 yard	\$177.23
6 Yard	\$202.31
7 Yard	\$227.42
8 Yard	\$252.43

Ancillary Charges	Rate
Extra pickup non-service day Trip Charge	\$125.74
Contamination Bin	\$60.60
Contamination Cart	\$18.73
Lock bar and lock - one time installation charge	\$169.75
Lock service charge	\$1.25
Container clean/exchange	\$188.64
Replace lost or stolen container	WM Replacement Cost + 25%
Replace container. Damage not caused by WM	WM Replace/Repair Cost + 25%
Overfull Bin (Snapshot)	\$88.15
Overfull Cart (Snapshot)	\$16.53
Account reactivation charge (from bad pay) - no delivery	\$56.58
Account reactivation charge (from bad pay) - w/ delivery	\$245.23
Late Payment charge	2.5% of balance (\$5.00 min. Chg.)

WM CITY OF GRIDLEY
 Effective 1/1/2024
 Debris Box Rates

Debris Box - Municipal Solid Waste	
Service	Rate
20 Yard - MSW	\$497.44
30 Yard - MSW	\$563.17
40 Yard - MSW	\$633.56
20 Yard - Tires	\$994.92
30 Yard - Tires	\$1,124.74
40 Yard - Tires	\$1,451.69

Debris Box - Clean Recyclable Materials	
Service	Rate
20 Yard - Wood or Metal	\$303.53
30 Yard - Wood or Metal	\$342.59
40 Yard - Wood or Metal	\$377.00
20 Yard - Masonry	\$303.53
10 Yard - Concrete	\$323.82

Ancillary Fees	
Service	Rate
Demurrage - Per Day	\$17.50
Waste Trip Charge	\$65.16
Compactor - Per Yard	\$31.26
Delivery	\$188.64
Exchange	\$188.64
Trip Charge	\$188.64
Relocate	\$188.64
Removal	\$188.64
Excessive Net Weight	\$880.27
Replace lost or stolen Roll Off Box	WM Replacement Cost + 25%
Replace Roll Off Box. Damage not caused by WM	WM Replace/Repair Cost + 25%
Account reactivation charge (from bad pay) - no delivery	\$55.82
Account reactivation charge (from bad pay) - w/ delivery	\$186.08
Late Payment charge	2.5% of balance (\$5.00 min. Chg.)



CITY OF GRIDLEY
Effective 1/1/2024
Ord Ranch Transfer Station

ORD Ranch Road Transfer Station Rate Schedule		
Service	Rate	Rounded Rate (to nearest dollar)
Minimum Charge	\$14.32	\$14.00
Up to 2 barrels	\$14.32	\$14.00
Up to 3 cans	\$14.32	\$14.00
Any size pickup	\$30.06	\$30.00
Bulky Items (each)	\$24.73	\$25.00
Appliances with Freon	\$54.03	\$54.00
Appliances without Freon	\$24.73	\$25.00
CRT's / Televisions up to 31" *	\$0.00	\$0.00
Wire (per approx yard)	\$21.38	\$21.00
Car Tires	\$7.31	\$7.00
Truck Tires	\$21.38	\$21.00

*(for Televisions over 32" call City offices for appropriate disposal)

Exhibit 3
City Facilities / Special Events

Company shall provide the following services at no charge to the City.

CITY FACILITIES*

City Hall/Police Facility	4-cubic yard container
Electric Warehouse	2 cubic yard container
Fire Station	2 cubic yard container

* Containers shall be emptied weekly or more often if necessary.

SPECIAL EVENTS

Solid waste containers and recycling containers for up to 4 community events, per year.

- A total of 20 solid waste containers ranging from 2-cubic yards to 4-cubic yards shall be provided on an annual basis.
- Recycling containers are to be provided as directed by the City.

City Council Agenda Item #7
Staff Report

Date: March 2, 2026

To: Mayor and City Council

From: Christopher Smith, Principal Planner

Subject: Maintenance Assessment District No. 8 – Steffen Estates: City of Gridley
Adoption of Resolution 2026-R-005: Declaring the Intent to Levy and Collet
Assessments, and setting a Time and Place for a Public Hearing

X	Regular
	Special
	Closed
	Emergency

Recommendation

City staff respectfully recommends that the City Council:

1. Preliminarily approve the Engineer’s Report for Maintenance Assessment District No. 8 (Steffen Estates Subdivision);
2. Adopt the Resolution Declaring the Intention to Form Maintenance Assessment District No. 8; and
3. Set a public hearing date at least forty-five (45) days following the mailing of assessment ballots, in accordance with Article XIII D of the California Constitution.

Background

On approval of Tentative Subdivision Map No. 1-25 (Steffen Estates Subdivision), the City required formation of a Maintenance Assessment District (MAD) as a condition of approval. The proposed subdivision consists of 45 residential lots and associated public improvements. The purpose of Maintenance Assessment District No. 8 is to fund the ongoing maintenance, operation, repair, and replacement of improvements that provide special benefit to the subdivision, including:

- Storm water detention basin (Lot “X”) landscaping and irrigation;
- Street lighting improvements;

These improvements are described in the City Engineer’s Report

The Engineer’s Report establishes:

- The estimated annual maintenance cost of \$23,041.98;
- Equal apportionment of costs across 45 residential lots;
- An estimated annual assessment of \$512.04 per lot;
- CPI-based adjustment provisions;
- Annual credit provisions if collected revenue exceeds actual cost.

At this stage, the City Council is not forming the District or levying assessments. Adoption of the Resolution of Intention initiates proceedings and authorizes mailing of notice and assessment ballots pursuant to Article XIII D of the California Constitution (Proposition 218).

Proposition 218 Compliance

Article XIII D of the California Constitution requires:

- Written notice mailed to each property owner subject to the proposed assessment;
- A minimum forty-five (45) day notice period prior to the public hearing;
- Inclusion of an assessment ballot weighted according to proportional financial obligation;
- Tabulation of ballots at the close of the public hearing;
- Abandonment of the proposed assessment if a majority protest exists.

If no majority protest is received, the City Council may proceed with adoption of a Formation and Levy Resolution at a subsequent meeting.

Financial Impact

The proposed annual assessment for Maintenance Assessment District No. 8 is:

- Total Annual District Cost: \$23,041.98
- Number of Lots: 45
- Estimated Annual Assessment per Lot: \$512.04

Compliance with City Council Strategic Plan or Budget Goals

Formation of the Maintenance Assessment District ensures that subdivision-specific infrastructure is maintained in a fiscally responsible manner without imposing financial burden on the General Fund, thereby supporting sustainable infrastructure management and long-term service delivery.

Attachments

1. Resolution No. 2026-R-005: Declaring the Intention to Form Maintenance Assessment District No. 8
2. Engineer's Report for Maintenance Assessment District No. 8, including Exhibits A, B, and C

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GRIDLEY DECLARING ITS INTENTION TO FORM MAINTENANCE ASSESSMENT DISTRICT NO. 8 (STEFFEN ESTATES SUBDIVISION) PURSUANT TO THE LANDSCAPING AND LIGHTING ACT OF 1972 AND INITIATING PROCEEDINGS UNDER ARTICLE XIII D OF THE CALIFORNIA CONSTITUTION

WHEREAS, the City Council of the City of Gridley is authorized pursuant to the Landscaping and Lighting Act of 1972 (Streets and Highways Code §22500 et seq.) (the “Act”) to form maintenance assessment districts for the maintenance, operation, repair, and replacement of public improvements; and

WHEREAS, as a condition of approval of Tentative Subdivision Map No. 1-25 (Steffen Estates Subdivision), APN 021-250-008-000, the City required the formation of a maintenance assessment district to fund ongoing maintenance of improvements of special benefit to the subdivision; and

WHEREAS, the improvements proposed to be maintained include:

1. Storm water detention basin (Lot “X”) landscaping and irrigation; and
2. Street lighting improvements;

as more particularly described in the City Engineer’s Report prepared for Maintenance Assessment District No. 8; and

WHEREAS, the boundaries of the proposed District are described in Exhibit “A” and shown in Exhibit “B” to the Engineer’s Report; and

WHEREAS, the Engineer’s Report includes a proposed method of apportionment and estimated annual assessment amount for each parcel within the proposed District; and

WHEREAS, Article XIII D, Section 4 of the California Constitution requires that property owners subject to a proposed assessment be provided written notice and the opportunity to submit assessment ballots prior to the imposition of any assessment; and

WHEREAS, the proposed assessments shall be levied only upon parcels receiving special benefit from the improvements and shall not exceed the reasonable cost of the proportional special benefit conferred upon each parcel, as required by Article XIII D of the California Constitution.

NOW THEREFORE, be it resolved by the City Council of the City of Gridley as follows:

Section 1. Declaration of Intention.

The City Council hereby declares its intention to form Maintenance Assessment District No. 8 (Steffen Estates Subdivision) pursuant to the Landscaping and Lighting Act of 1972.

Section 2. Engineer’s Report.

The Engineer’s Report for the proposed District is hereby preliminarily approved and ordered filed with the City Clerk for public inspection.

Section 3. Proposed Improvements.

The District shall provide for the maintenance, operation, repair, and replacement of the improvements described in the Engineer’s Report, including capital reserves as necessary to ensure the continued functioning of the improvements.

Section 4. Public Hearing.

A public hearing regarding the formation of the proposed District and the levy of assessments shall be held as follows:

Date: April 20th, 2026
Time: 6:00 PM
Location: City Council Chambers, City of Gridley

At the public hearing, the City Council shall consider all protests and assessment ballots submitted.

Section 5. Notice and Ballot Proceedings.

The City Clerk is directed to:

1. Mail written notice and assessment ballots to the record owner of each identified parcel within the proposed District at least forty-five (45) days prior to the public hearing, in accordance with Article XIII D, Section 4 of the California Constitution;
2. Include in the notice the total amount of the proposed assessment for each parcel, the basis for calculation, the duration of the assessment, the reason for the assessment, and the date, time, and location of the public hearing;
3. Conduct ballot tabulation at the close of the public hearing, with ballots weighted according to the proportional financial obligation of each affected parcel.

If a majority protest exists, the City Council shall not impose the assessment.

Section 6. CEQA.

Adoption of this Resolution of Intention does not constitute approval of the levy of assessments and does not commit the City to a definite course of action. Environmental review, if required, shall be completed prior to formation of the District.

I HEREBY CERTIFY that the following Resolution of the City Council of the City of Gridley was duly introduced and passed at a normal scheduled meeting of the City Council of the City of Gridley held on the 2nd day of March 2026, by the following vote:

AYES: COUNCILMEMBERS _____

NOES: COUNCILMEMBERS _____

ABSTAIN: COUNCILMEMBERS

ABSENT: COUNCILMEMBERS

ATTEST:

APPROVE:

Elisa Arteaga, City Clerk

Michael W. Farr, Mayor

CITY ENGINEER'S REPORT

CITY OF GRIDLEY
MAINTENANCE ASSESSMENT DISTRICT NO. 8

Maintenance Assessment District Improvements

As a condition of approval of Tentative Subdivision Map No. 1-25, commonly known as Steffan Estates Subdivision, it is necessary to form a maintenance assessment district and assess the expenses of maintenance and operation of the improvements of special benefit to that subdivision. The boundary of Maintenance Assessment District No. 8 (District) is described in Exhibit "A" and delineated in Exhibit "B" attached hereto and by this reference incorporated herein. The annual assessment shall be used for the purpose of funding the annual costs of maintenance and operation of the following public improvements:

1. Storm water detention basin (Lot "X") improvements including landscaping and irrigation.
2. Street lighting.

Annual Assessment

The assessment cost breakdown is shown in Exhibit "C" attached hereto and by this reference incorporated herein. The total annual cost for the District is \$ 23,041.98.

Method of Apportionment

The method of apportionment is based on an equally proportionate benefit received by each lot within the maintenance assessment district. Each of the 45 lots shall be apportioned an equal share of the costs associated with Maintenance District No. 8.

Annual Assessment per Lot

Total annual contribution \$ 512.04 per lot

Adjustment to Annual Assessments Based on Increases in Consumer Price Index

Any increase in the amount of the total annual assessment as well as any increase in an annual assessment levied against a particular lot or parcel within the boundaries of this assessment district to account for inflation shall be calculated in the following manner:

If, on the first day of the City fiscal year commencing on July 1st following the establishment of a maintenance assessment district in the manner provided by the Improvement Act of 1911 (Streets and Highways Code Sections 5820 et seq.), and on the first day of each fiscal year thereafter that the assessment district remains in effect, there is an increase in the cost of operating and maintaining the public improvements to be funded with assessment district revenues, as measured by an increase in the consumer price index during such period of time, then the total annual assessment levied against all properties within the assessment district, as well as the proportional annual assessment levied against each lot or parcel within the boundaries of the assessment district shall also be increased in proportion to the increase in such costs. The determination of whether there has been an increase in such costs and the amount of the increase in such assessments which is proportional to the increase in such costs shall be made by the Director of Public Works and shall be based exclusively on the percentage increase during such period of time in the consumer price index published by the Federal Bureau of Labor Statistics for all Urban Consumers -- U.S. Cities Average (all items) or such other measure employed by the U.S. Department of Labor Statistics in lieu of such consumer price index which measures the cost of living in U.S. cities.

Credits Against Annual Assessments Based on Prior Year Maintenance Costs

If the actual cost of operating and maintaining the public improvements funded by revenues from this assessment district during any year the assessment district remains in effect is less than the assessment levied for that year, the difference between the actual cost of operating and maintaining the public improvements and the assessment levied for that year shall be credited against the assessments levied during the next succeeding year in the manner prescribed as follows. If on the first day of the City fiscal year commencing on July 1st following the establishment of a maintenance assessment district in the manner provided by the Improvement Act of 1911 (Streets and Highways Code Sections 5820 et seq.), and on the first day of each fiscal year thereafter that the assessment district remains in effect, the total annual assessment levied during the preceding fiscal year exceeded the actual cost of operating and maintaining the public improvements to be funded with assessment district revenues during such preceding year, then the total annual assessment levied against the property within the assessment district during the ensuing fiscal year shall be reduced by a credit equal to the difference between the total annual assessment levied during the preceding fiscal year and the actual cost of operating and maintaining the public improvements to be funded with assessment district revenues during such preceding fiscal year.

In particular, the total annual assessment levied against all property within the maintenance assessment district shall be reduced during the ensuing fiscal year, and only during the ensuing fiscal year, by an amount equal to the difference between the total annual assessment levied during the preceding fiscal year and the total cost of operating and maintaining the public improvements to be funded with assessment district revenues during such preceding fiscal year, and the annual assessment levied against each individual lot or parcel within the boundaries of the assessment district shall be reduced during the ensuing fiscal year, and only during such ensuing fiscal year, by a portion of such amount which is calculated by the Director of Public Works using the method of apportionment set forth in the City Engineer's Report as approved by the City Council at the time the district was established.

Termination Date of the Assessment District

Maintenance Assessment District No. 8 shall continue from year to year until dissolved by the City Council of the City of Gridley.

Engineer's Statement

I do hereby assess and apportion said amount to be assessed upon the assessable lots within the "Steffan Estates Subdivision" upon each lot, severally and respectively, in accordance with the special benefits to be received by such lots and more particularly set forth in Exhibit "A", Exhibit "B" and Exhibit "C" attached hereto.

By: _____
David P. Harden
R.C.E. 84216



Dated: _____

EXHIBIT "C"

MAINTENANCE ASSESSMENT DISTRICT NO. 8

Annual Assessment Cost Breakdown

		Quantity		Replacement Percentage	Unit Cost	Amount
Capital Cost (Annualized replacement cost based upon 20-year schedule):						
	Landscaping/Irrigation of Lot "X"	17,873	SF	50.0%	\$2.75	\$24,575.38
	Street Light	12	EA	100.0%	\$2,500.00	\$30,000.00
	Subtotal:					\$54,575.38
	Adjustment Factor (percentage adjusted for inflation)			164.6327952%		\$89,848.97
Annual Operation and Maintenance Cost:						
	6% Sinking Fund (annualized cost of 20-year replacement)			2.7184600%		\$2,442.51
	Landscaping/Irrigation of Lot "X"	17,873	SF	100.0%	\$0.7500	\$13,404.75
	Street Lights (maintenance and electricity)	12	EA	100.0%	\$145.00	\$1,740.00
	Water					\$360.00
	Supplies and Materials					\$3,000.00
	Subtotal:					\$20,947.26
	Overhead and Administration (10% of Direct Costs)					\$2,094.73
Total Assessment:						\$23,041.98
Steffan Estates Subdivision Residential Lot Assessment (45 Lots)						\$512.04

City Council Agenda Item #8
Staff Report

Date: March 2, 2026
To: Mayor and City Council
From: Elisa Arteaga, City Administrator

X	Regular
	Special
	Closed
	Emergency

Subject: Planning Commission Vacancies – Term Expiration: December 31, 2029

Recommendation

While no *formal* action is required, staff recommends that the City Council:

1. Announce the three Planning Commission vacancies.
2. Encourage City residents to submit letters of interest for consideration at the March 16, 2026 meeting. The deadline for submittal of interest is March 13, 2026, 12:00 pm (noon).

Background

A Planning Commission is a citizen advisory body of five members that plays a central role in shaping how a city grows, develops, and preserves community character. It operates within authority granted by state law and the local municipal code. For a city like Gridley, balancing growth, infrastructure capacity, and fiscal sustainability, the Planning Commission is one of the most influential quasi-judicial bodies in local government.

The City of Gridley currently has three vacancies on the Planning Commission. Each position is a four-year term, expiring December 31, 2029. Appointees must reside within the City of Gridley.

The City Council is announcing these vacancies to the public and encouraging interested residents to submit letters of interest. Submissions received by 12:00 pm (noon) on Friday, March 13, 2026, will be considered by the City Council at the March 16, 2026, meeting.

Letters of interest should be submitted to:

Carmen Santana, Deputy City Clerk
Gridley City Hall
685 Kentucky St. Gridley, CA 95948

Financial Impact

There is no direct financial impact associated with approval of the letters of submittal.

Attachments

Gridley Herald Notice

CITY OF GRIDLEY SEEKING APPLICANTS FOR PLANNING COMMISSION VACANCY

The City of Gridley is currently accepting applications to fill three vacant seats on the Gridley Planning Commission. The City invites interested residents to submit a Letter of Interest for consideration.

The Planning Commission plays a vital role in shaping the future of Gridley by reviewing land use proposals, zoning regulations, and development plans to ensure responsible growth and adherence to the City's General Plan. Commissioners serve as an advisory body to the City Council, helping to guide decisions that impact the community's long-term development.

Residents who are passionate about community planning, land use, and responsible development are encouraged to apply. Applicants must reside within the City of Gridley and be available to attend regular Planning Commission meetings. The appointed commissioners will serve a term ending on December 31, 2029.

Letters of Interest should include the applicant's name, address, contact information, and a brief statement outlining their qualifications and reasons for wanting to serve on the Planning Commission.

Deadline for Submission: Letters of Interest must be submitted by noon, March 13, 2026 to the City Clerk's Office.

Submission Information:

Carmen Santana, City Clerk Office

City of Gridley

685 Kentucky St.

Gridley, CA 95948

For more information, please contact the City Clerk's Office at csantana@gridley.ca.us

City Council Agenda Item #9
Staff Report

Date: March 2, 2026
To: Mayor and City Council
From: Elisa Arteaga, City Administrator
Subject: Council Committee Appointments

X	Regular
	Special
	Closed
	Emergency

Recommendation

Staff recommends the City Council provide input regarding committee appointments for the 2026 calendar year.

Background

Historically, the City Council reviews and reappoints members to various committees and boards every two years. Since there were no modifications at the last adoption on December 16, 2024, city administration wishes to check in with the Council regarding appointments for the upcoming year.

The purpose of these appointments is to improve governance efficiency, deepen policy analysis, ensure regional representation, and align Council oversight with strategic priorities while preserving transparency and compliance. These committees cover a range of focus areas, including flood control, air quality, behavioral health, and disaster response. Providing Councilmembers the opportunity to discuss appointments ensures adequate representation on each committee while balancing individual preferences and existing commitments.

The next full review of committee appointments can be expected after the conclusion of the November 2026 General Election.

Financial Impact

There is no financial impact to review appointments.

Attachments

Current Appointments

2025 City of Gridley - City Council Committees - Approved 12/18/24

Committee	When / Where	Current Appointment Primary/Alternate
Butte Subbasin Advisory Board	Rotates among members, City of Biggs Council Chambers	Farr/Johnson
Sutter Butte Flood Control Agency	2nd Wednesday, 1:00 p.m., 1201 Civic Center Drive, YC	Bruce Johnson
Butte County Assn. of Gov'ts. (BCAG)	4th Thursday, 9:00 a.m., 326 Huss Drive, Suite 100, Chico	Calderon / Sanchez
Butte County Air Quality	Following BCAG meeting (listed above)	Calderon / Sanchez
LAFCo Commission	1st Thursday at 9:00 a.m., 25 County Center Dr., Oroville	Bruce Johnson
Northern California Power Association (N.C.P.A.)	3rd Thursday, 10:30 am, 651 Commerce Dr., Roseville	Farr/Sanchez
Butte County Solid Waste JPA	No regular schedule	Calderon / Johnson
Local Agency Task Force 20(Solid Waste)	No regular schedule	Calderon / Johnson
Mosquito Abatement	2nd Wednesday, 4:00 p.m. Alternates Chico/Oroville	Bruce Johnson
Loan Committee	As needed	Catalina Sanchez
Gridley Chamber of Commerce	Second Monday of the Month, 890 Hazel St Gridley	James Roberts
Red Suspenders Committee	Bi-weekly Meetings -3 Months Prior, 890 Hazel St. Gridley	James Roberts
Winter Festival Committee	Bi-weekly Meetings - 3 Months Prior, 890 Hazel St. Gridley	James Roberts
Council Human Resources	As needed	Johnson/Farr
Disaster Council	As needed	Calderon / Johnson
Butte Co. Continuum of Care	3 rd Monday, 1:00 pm to 3:00 pm, Virtual - via Zoom	Calderon / TBD
Butte County Emergency Medical Advisory Group	3 rd Wednesday every two months at 1:00 pm via Zoom	Calderon / Johnson
Behavioral Health Advisory Board	3rd Wednesday every month 3-5:00 pm via Zoom or in person : Chico Community Counseling Center 109 Parmac Rd., Ste #1, Chico	Calderon
Utility and Public Works Committee	As needed	Johnson/Roberts
Development Collaboration Committee	As needed	Farr / Johnson