

**CITY OF CHICO
EMPLOYMENT AGREEMENT
DEPUTY DIRECTOR – PUBLIC WORKS OPERATIONS AND MAINTENANCE**

THIS EMPLOYMENT AGREEMENT (this “Agreement”) is entered into on April 6, 2026, by and between the City of Chico, State of California, a municipal corporation (the “City”) and Jacques Vos (“Employee”). The City and Employee may be collectively referred to herein as the “Parties”.

WHEREAS, the City desires to employ Employee as Deputy Director – Public Works Operations and Maintenance of the City, and to perform such related duties and functions;

WHEREAS, Employee desires to serve as Deputy Director – Public Works Operations and Maintenance;

WHEREAS, the City and Employee desire to agree in writing to the terms and conditions of Employee’s employment as Deputy Director – Public Works Operations and Maintenance;

NOW, THEREFORE, the Parties hereto agree as follows:

Section 1. EMPLOYMENT.

City agrees to employ Employee to perform the following services:

- a. Employee agrees to serve as the Deputy Director – Public Works Operations and Maintenance, responsible for planning, directing and overseeing the operations of multiple divisions within the Public Works Department under direction of the Director of Public Works – Operations and Maintenance.
- b. Employee shall perform the duties of the position, as described in the job description for Deputy Director – Public Works Operations and Maintenance and the Chico Municipal Code. Employee shall perform the duties of his position to the best of the Employee’s ability and in accordance with the professional and ethical standards of the profession and shall comply with all general rules and regulations established by the City.
- c. Employee shall not engage in any activity which is or may become a conflict of interest, prohibited contract, or which may create an incompatibility of office as defined under California law. Employee shall comply fully with the reporting and disclosure obligations under regulations promulgated by the Fair Political Practices Commission (FPPC) and the City’s Conflict of Interest Code.
- d. Employee agrees to remain in the exclusive employ of the City during the term of this agreement.

Section 4. PERFORMANCE EVALUATION.

The Director of Public Works Operations and Maintenance shall evaluate Employee's performance annually and may, in addition, establish goals and performance objectives to be accomplished during the next year and used as one basis for the next performance evaluation. Satisfactory performance, as determined by the Director of Public Works-Operations and Maintenance, shall be a prerequisite for any merit salary adjustment.

Section 5. SALARY.

- a. Base Salary. Effective April 6, 2026, City agrees to pay Employee an annualized base salary at the rate of one hundred forty-five thousand dollars (\$145,000), payable bi-weekly, at the same time as other employees are paid and subject to customary withholding.
- b. Merit Increases. Upon the conclusion of the annual evaluation by the Director of Public Works-Operations and Maintenance of Employee's performance, the City Manager may increase Employee's base salary in an amount not to exceed five percent (5%) per year, subject to the maximum base salary identified in the current Budget Appendix B-1 Employee Pay Schedules. Such merit increases are not automatic and are at the discretion of the City Manager.

Section 6. BENEFITS.

Employee shall be entitled to the employment benefits as set forth in Exhibit "A" hereto. As used herein, "benefits" include, but are not limited to vacation, sick leave, paid holidays, management leave, retirement benefits and payments, health insurance, dental insurance, and life insurance. The benefits provided shall be the plans generally offered by the City to employees of the City as they exist at the date this contract is entered into and as may be amended or changed from time to time.

Section 7. PROFESSIONAL DEVELOPMENT.

The City Manager shall include an amount in the proposed budget for each year, consistent with the City's policies, to allow Employee to attend professional conferences, training programs, and to pay for Employee's dues in professional organizations and cost for certifications and certification materials.

Section 8. BONDING

Pursuant to Section 903 of the Charter, the City shall provide and bear the full cost of any fidelity or other bonds required of Employee under any law or ordinance.

Section 11. ASSIGNMENT.

This Agreement is not assignable by either City or Employee.

Section 12. SEVERABILITY.

If any provision or any portion of the Agreement is held to be illegal or void by a court having jurisdiction over the Parties, the remainder of this Agreement shall remain in full force and effect, unless the parts found to be void are wholly inseparable from the remaining portions of the Agreement.

Section 13. ENTIRE AGREEMENT.

This Agreement is the final expression of the complete agreement of the Parties with respect to the matters set forth herein and supersedes in their entirety all prior oral or written agreements. This Agreement cannot be modified except by written mutual agreement signed by the Parties.

Section 14. COUNTERPARTS.

This Agreement may be executed in one or more counterparts each of which shall be deemed an original and all of which shall constitute one and the same instrument.

City:

Employee:

Mark Sorensen

Mark Sorensen (Apr 8, 2026 14:51:47 PDT)

Mark Sorensen, City Manager*

Jacques Vos

Jacques Vos

*Authorized pursuant to CMC § 2R.04.490

APPROVED AS TO FORM AND CONTENT:

Ryan R. Jones

Ryan R. Jones (Apr 8, 2026 09:12:41 PDT)

Ryan R. Jones, City Attorney*

*Authorized pursuant to CMC § 2R.04.490

Vacation – As of the date of this Agreement, Employee shall accrue vacation at the rate as set forth on Attachment 1 which sets forth the rate of accrual and maximum accrual rates. Employee’s prior service with the City shall be used to establish the current rate of accrual.

Floating Holiday – Employee shall be entitled to one (1) day of floating holiday leave per calendar year. Floating holiday leave which is not used during a calendar year shall not carry over to the next year and any floating holiday leave not taken by December 31 of any year shall be removed, without compensation.

Management Leave - In addition to the other leaves granted herein, Employee shall be entitled to ninety-six (96) hours of management leave per calendar year. Upon hire, Employee shall receive a prorated amount of such leave on a “percentage of year remaining” basis. Management leave which is not used during a calendar year shall not carry over to the next year and shall be removed without compensation.

INSURANCES

Life Insurance – City agrees to provide Employee with term life insurance in the amount of one thousand dollars (\$1,000) per each one thousand dollars (\$1,000) in salary, and Employee’s spouse and minor children with term life insurance in the amount of one thousand five hundred dollars (\$1,500).

Long-term disability insurance – City agrees to pay its long-term disability insurance carrier sixty percent (60%) of the monthly premium cost of the long-term disability insurance plan for Employee with a minimum contribution of one percent (1%) of Employee’s salary. Employee agrees to pay the remaining 40% of such monthly premium. If the total rate for the plan is less than the one percent (1%) minimum contribution set forth above, the City’s contribution shall be the actual premium amount and Employee shall not be required to make a contribution.

City shall structure the manner in which the premium is paid so that the long-term disability insurance premium is considered a post-tax employee-paid contribution so that benefits which might be received by Employee would be treated as such for tax purposes.

Vision insurance - City agrees to provide Employee with vision insurance which provides vision care benefits to Employee only. Employee may purchase vision insurance coverage for Employee’s spouse and dependent children at Employee’s sole cost and expense through a bi-weekly payroll deduction of the additional premium amount.

Medical and Dental Insurance - City agrees to provide a maximum contribution toward medical and dental insurance as set forth in Attachment 2.

Workers Compensation - City agrees to provide workers’ compensation insurance in accordance with all applicable provisions of State law. City also agrees to provide California Labor Code Section 4850 “Equivalent” to employees serving in Department Head positions. City agrees to continue to provide such benefits to Employee provided that such Labor Code section remains applicable to City’s safety employees.

VEHICLE ALLOWANCE

City shall pay Employee a vehicle allowance of four hundred dollars (\$400) per month in lieu of any other mileage reimbursement for the purpose of owning, maintaining and insuring a personal vehicle. Employee must maintain in full force and effect a liability insurance policy covering such vehicle and Employee's use thereof, with liability limits of at least five hundred thousand (\$500,000) combined single limits. The payment of this vehicle allowance shall be for full months of employment during which the requirement for maintenance of a vehicle and insurance are met.

ATTACHMENT 2

MEDICAL AND DENTAL INSURANCE CARRIERS AND CONTRIBUTIONS

City shall provide Employee with medical and dental insurance through the carrier or carriers with which City contracts to supply such insurance benefits for City employees.

City Contributions - The City and Employee shall each contribute to the City's cost of the health insurance premiums as set forth below.

Effective January 1, 2026

MEDICAL					
City Contribution					
	EPO	PPO 90/10	PPO 80/20	HDHP	HSA
Single	797.29	797.29	591.81	598.00	78.14
Double	1720.64	1718.89	1254.33	1276.00	125.02
Family	2204.53	2203.66	1626.80	1647.00	156.27
Employee Contribution					
	EPO	PPO 90/10	PPO 80/20	HDHP	HSA
Single	125.71	125.71	261.19	0.00	---
Double	245.36	245.11	555.61	0.00	---
Family	324.47	324.34	704.20	0.00	---
DENTAL			VISION		
City Contribution					
Single		58.13			5.47
Double		58.13			5.47
Family		58.13			5.47
Employee Contribution					
	PPO	PPO Buy-Up			
Single	19.37	51.27			0.00
Double	19.37	51.27			4.66
Family	19.37	51.27			10.24

Health benefit premiums shall be shared proportionately between the City and Employee based on the percent of the total premium cost used for current year premium contributions/deductions. It is understood that premium cost sharing is based on a proportionate percentage as defined below.