



CITY OF ORLAND STAFF REPORT

MEETING DATE: August 18, 2026

TO: Honorable Mayor and City Council

FROM: Justin Chaney, Interim City Manager

SUBJECT: Resolution Approving a Memorandum of Understanding with the Orland Police Officers Association for the Period July 1, 2026 Through June 30, 2027 (Discussion/Action)

BACKGROUND

The Memorandum of Understanding between the City and the Orland Police Officers Association expired June 30, 2026. The parties exchanged initial proposals in June 2026 and have met and conferred in good faith. The Association has ratified the agreement described below.

DISCUSSION

The agreement is for a one-year term, July 1, 2026 through June 30, 2027. It provides a five percent (5%) salary increase for all classifications in the unit, effective July 1, 2026 and applied retroactively to that date for employees on the payroll as of the date the agreement is ratified by the City Council.

The agreement also removes the fifty percent limitation on fitness reimbursement while retaining the existing maximum; conforms the classification of Police Officer — Academy Recruit to the Fair Labor Standards Act; adds a 4/10 schedule option for non-sworn employees at the discretion of the Chief of Police; converts shift differential from \$0.75 per hour to five percent of base hourly rate for hours worked between 1700 and 0700; and extends the Field Training Officer premium to all certified employees assigned as a Field Training Officer for periods in which a trainee is assigned. The parties will exchange initial proposals for a successor agreement in March 2027.

FISCAL IMPACT

The agreement fits within the adopted budget.

ATTACHMENTS

A. Resolution No. 2026-XX

B. Memorandum of Understanding between the City of Orland and the Orland Police Officers Association, July 1, 2026 through June 30, 2027

RECOMMENDATION

Adopt Resolution No. 2026-XX approving the Memorandum of Understanding and authorizing its execution.