



## **CITY OF ORLAND STAFF REPORT**

### **MEETING DATE: July 15, 2025**

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**TO:** Honorable Mayor and Councilmembers

**FROM:** Janet Wackerman, Interim City Manager

**SUBJECT:** **Employment Agreement for UPEC Mid Management Unit, Salary Schedule (Discussion/Action)**

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#### **BACKGROUND:**

City Council has been engaged in recent months in negotiating updated Memorandum of Understandings (MOU) with the City's three bargaining groups, all three agreements having expired June 30th. These are normally three-year agreements setting forth working conditions and compensation for covered employees. One unit, Mid-Management, has reached an agreement for a one-year period. City staff will recommend Council approve this proposed negotiated labor agreement and an updated comprehensive salary schedule.

#### **ANALYSIS:**

The proposed UPEC Mid-Management Unit agreement, covering employees who are represented by the United Public Employees of California Local 792 provides for a salary increase of 2% for the period July 1, 2025 through June 30, 2026. Additionally, language was added under 6.01 H. Sharing of Health Insurance Coverage Increases or Decreases so that employees' cost in this unit shall not exceed \$25 per month above the increase in costs per employee during this MOU term. With this MOU in place, the attached salary chart is updated to reflect UPEC Mid Management Unit wages for fiscal year 2025-26.

#### **Attachments:**

1. Proposed MOU for UPEC Mid Management Unit and
2. Updated Salary Schedule for Fiscal Year 2025-2026 and
3. Resolution 2025-XX Approving a Memorandum of Understanding between the City of Orland and the employees represented by the United Public Employees of California local 792 Orland Mid-Management Unit.

#### **RECOMMENDATION:**

Approve the proposed agreement by resolution, and salary schedule, as presented; authorize the Mayor and City Manager to execute the resolution and bargaining unit agreement.

#### **FISCAL IMPACT OF RECOMMENDATION:**

Sufficient funding for the adjustments is included in the fiscal year budget approved June 17th.