



CITY OF ORLAND STAFF REPORT

MEETING DATE: August 4, 2026

TO: Honorable Mayor and Members of the City Council

FROM: Gregory P. Einhorn, Labor Negotiator

SUBJECT: Employment Agreements — Chief of Police and Fire Chief

BACKGROUND

The City has concluded the terms of employment agreements for its two public safety department heads. The Chief of Police agreement continues the employment of Raymond Joseph Vlach for a three-year term. The Fire Chief agreement continues the employment of Justin Chaney for a three-year term. Both are presented to the Council in final form for approval; the Agreements are attached, and execution will follow the Council's approval. The Agreements are also being routed to the City Attorney for approval as to form.

DISCUSSION

Chief of Police (Raymond Joseph Vlach).

The Agreement provides a three-year term, commencing July 1, 2026 and ending June 30, 2029. Base salary is set at \$135,000 for Fiscal Year 2026-27, \$137,500 for Fiscal Year 2027-28, and \$140,000 for Fiscal Year 2028-29. The Agreement continues the Chief's existing benefit structure, including Public Safety PERS retirement and sick leave benefits as provided in the Orland Police Officers Association Memorandum of Understanding, and provides that the Chief is not eligible for MOU longevity or education incentives as additional compensation.

Fire Chief (Justin Chaney).

The Agreement provides a three-year term, commencing July 1, 2026 and ending June 30, 2029. Base salary is increased five percent (5%) for Fiscal Year 2026-27, to \$121,025, retroactive to July 1, 2026. Salary for Fiscal Year 2027-28 and Fiscal Year 2028-29 is not set in the Agreement; it is subject to review at the annual performance evaluation and to later written

amendment, and if no adjustment is approved the salary then in effect continues unchanged. The Agreement provides that the Fire Chief's health benefits are those provided in the Orland Police Officers Association MOU, as that MOU may be amended.

FISCAL IMPACT

Chief of Police: the base salary of \$135,000 for Fiscal Year 2026-27 is contained in the adopted budget; the Agreement sets \$137,500 and \$140,000 for the two following fiscal years.

Fire Chief: the five percent increase for Fiscal Year 2026-27, to \$121,025, is contained in the adopted budget. No cost is committed for Fiscal Year 2027-28 or Fiscal Year 2028-29; salary for those years remains open, subject to future review and amendment.

ATTACHMENTS

1. Employment Agreement — Chief of Police (Raymond Joseph Vlach)
2. Employment Agreement — Fire Chief (Justin Chaney)

RECOMMENDED ACTION

That the City Council:

1. Approve the Employment Agreement between the City of Orland and Raymond Joseph Vlach as Chief of Police, to be executed by the City Manager on behalf of the City; and
2. Approve the Employment Agreement between the City of Orland and Justin Chaney as Fire Chief, and designate a member of the City Council to execute that Agreement on behalf of the City.