



## **CITY OF ORLAND STAFF REPORT**

### **MEETING DATE: September 16, 2025**

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**TO:** Honorable Mayor and Council

**FROM:** Joe Goodman, City Manager

**SUBJECT:** **Police and Fire Chief Employment Agreements** (Discussion/Action)

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City staff will recommend that Council approve proposed amendments to the Police and Fire Chief employment agreements.

#### **BACKGROUND**

The three-year employment agreements for the Police Chief and Fire Chief were set to expire on June 30, 2025. To avoid any lapses in coverage, amendments to both employment agreements extending the term for each agreement 90 days were approved by the Council on June 17, 2025.

Presented here are further amendments to each agreement.

The proposed amendments will:

1. Extend the term for each agreement to June 30, 2026.
2. Provide for a 2% salary increase effective July 1, 2025, with a January 2026 salary review of general fund revenue actually received from 7/1/25 through 12/31/25, compared with projection over that same period, and review compensation using that financial data.
3. Confirm past practice of aligning benefits with those provided to the City's safety employees (police) where applicable.

#### **RECOMMENDATION**

1. Motion/Second to approve Second Amendment to Employment Agreement (Chief of Police) between the City of Orland and Joseph Vlach.
2. Motion/Second to approve Second Amendment to Employment Agreement (Fire Chief) between the City of Orland and Justin Chaney.

Attachments:

- A. Proposed Second Amendment to Employment Agreement for Police Chief
- B. Proposed Second Amendment to Employment Agreement for Fire Chief