



**CITY OF ORLAND STAFF REPORT**  
**MEETING DATE: December 16, 2025**

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**TO:** Honorable Mayor and Councilmember

**FROM:** Joe Goodman, City Manager

**SUBJECT:** **Employment Agreement for UPEC General Unit (Discussion/Action)**

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**BACKGROUND:**

City Council has engaged in negotiating a successor Memorandum of Understanding (MOU) with the City's General Unit, who are represented by the United Public Employees of California Local 792. The current MOU expired on June 30, 2025.

The negotiations have been successful, resulting in a one-year MOU for the period of July 1, 2025, through June 30, 2026.

**FISCAL ANALYSIS:**

The proposed MOU provides for a salary increase of 2% for the period July 1, 2025, through June 30, 2026. There is a salary reopener, providing that in January 2026, the City will present general fund revenue actually received from July 1, 2025, through December 31, 2025, compared with the projection over that same period, and bargain using that financial data.

In addition, employees who possess State-required certifications as Certified Pool Operator, Water Treatment and Grade 1 Water Distribution, Grade 2 Water Distribution, Waste Water Treatment, Class A or Class B Licenses, will receive a 4.5% salary increase for each certification, with a maximum stipend of 18%, an increase from 2.5% and 10%, respectively.

In addition, the boot reimbursement allowance is increased from \$220 to \$300 annually.

With this proposed MOU in place, the attached salary chart is updated to reflect UPEC General Unit wages for fiscal year 2025-26.

**Attachments:**

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

**RECOMMENDATION:**

Motion/Second to approve Resolution 2025-XX, a Resolution of The City Council of the City of Orland Approving a Memorandum of Understanding Between the City of Orland and the Employees Represented by the United Public Employees of California Local 792, Orland General Unit, for a One Year Period, Effective July 1, 2025, through June 20, 2026.

**FISCAL IMPACT OF RECOMMENDATION:**

Sufficient funding for the adjustments is included in the fiscal year budget approved June 17, 2025.