

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF ORLAND AND
UNITED PUBLIC EMPLOYEES OF CALIFORNIA, LiUNA LOCAL 792
(GENERAL UNIT)**

AMENDED SALARY RANGE — ACCOUNTING TECHNICIAN II

This Side Letter Agreement ("Agreement") is entered into by and between the City of Orland ("City") and United Public Employees of California, LiUNA Local 792 ("UPEC"), collectively "the Parties," with respect to employees in the General Unit.

RECITALS

A. The Parties are parties to a Memorandum of Understanding covering employees in the General Unit for the period July 1, 2026 through June 30, 2027, approved by the Orland City Council on September 1, 2026 by Resolution No. 2026-15 (the "MOU").

B. By correspondence dated August 3, 2026, UPEC requested that the City review the salary range for the Accounting Technician II classification, noting that the classification had not been the subject of a compensation survey since 2016.

C. The City conducted a market compensation survey of incorporated cities in Northern California with populations under 10,000, comparing classifications performing substantially similar duties, including accounts payable and receivable, payroll processing, financial recordkeeping, reconciliations, customer service, and related technical accounting functions. Professional-level classifications and entry-level clerical classifications were excluded from the comparison.

D. The survey determined that the City's salary range for the Accounting Technician II classification is below the prevailing regional market at both the minimum and the maximum of the range.

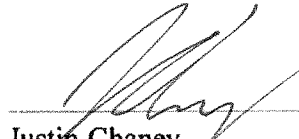
E. During the negotiations that produced the MOU, UPEC proposed that the City conduct a compensation survey covering all classifications in the General Unit. The City declined that proposal, and no such provision appears in the MOU. This Agreement addresses only the Accounting Technician II classification and is not, and shall not be construed as, a grant in whole or in part of that proposal.

F. The Parties have met and conferred in good faith concerning the salary range for the Accounting Technician II classification and have reached the agreement set forth below.

NOW, THEREFORE, the Parties agree as follows:

1. Amended Salary Range. Effective October 15, 2026, the salary range for the Accounting Technician II classification shall be as set forth in Exhibit 1, attached hereto and incorporated herein by this reference, and shall supersede the salary range for that classification set forth in the General Unit salary schedule then in effect. The amended range consists of five steps at uniform five percent (5.00%) intervals, consistent with the step structure applicable to all other classifications on the General Unit salary schedule.
2. Step Placement. The amended range set forth in Exhibit 1 consists of the same number of steps, at the same interval, as the range it supersedes. Accordingly, effective October 15, 2026, an employee then serving in the Accounting Technician II classification shall be placed at the same numbered step of the amended range as the step the employee occupied immediately prior to October 15, 2026. In no event shall an employee suffer a reduction in base salary as a result of this Agreement.
3. Effect on Step Advancement. Placement under Section 2 shall not alter the employee's anniversary or merit review date and shall not constitute a step advancement for purposes of any MOU provision governing step increases.
4. No Other Changes. Except as expressly set forth in this Agreement, all terms and conditions of the MOU remain in full force and effect. Nothing in this Agreement alters the salary range of any other classification.
5. Non-Precedent; No Continuing Obligation. This Agreement is entered into to resolve UPEC's August 3, 2026 request concerning a single classification. It shall not be cited as precedent by either Party in any forum. The City undertakes no obligation to conduct, fund, or act upon a compensation survey for any other classification, and no past practice is established by this Agreement.
6. Without Prejudice. This Agreement is without prejudice to the positions of either Party in negotiations for any future successor MOU, including with respect to unit-wide compensation surveys.
7. City Council Approval. This Agreement is subject to approval by the Orland City Council and shall become effective only upon adoption of a resolution approving it. If the City Council does not approve this Agreement, it shall be of no force or effect and shall not be offered or referenced by either Party in any proceeding.
8. Entire Agreement. This Agreement constitutes the entire agreement of the Parties with respect to its subject matter and supersedes any prior or contemporaneous understandings, written or oral, on that subject.
9. Counterparts. This Agreement may be executed in counterparts and by electronic signature, each of which shall be deemed an original.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the dates set forth below.



Justin Chaney
City Manager
City of Orland
Date: _____



Rob Adam Perry
Labor Relations Representative
United Public Employees of California, LiUNA Local 792
Date: _____

09-24-26

EXHIBIT 1
AMENDED SALARY RANGE — ACCOUNTING TECHNICIAN II
Effective October 15, 2026

Step	Annual	Monthly	Bi-Weekly	Hourly
Step 1	59,673.90	4,972.83	2,295.15	28.69
Step 2	62,657.60	5,221.47	2,409.91	30.12
Step 3	65,790.48	5,482.54	2,530.40	31.63
Step 4	69,080.00	5,756.67	2,656.92	33.21
Step 5	72,534.00	6,044.50	2,789.77	34.87

Time base: full-time, 2,080 hours annually. Steps are set at uniform five percent (5.00%) intervals. Monthly, bi-weekly, and hourly figures are derived from the annual rate and are shown for reference; the annual rate governs.

This Exhibit sets forth the salary range for the Accounting Technician II classification only. The complete General Unit salary schedule, as amended to incorporate this range effective October 15, 2026, is adopted separately by resolution of the Orland City Council.