

CITY COUNCIL

CITY OF ORLAND



RESOLUTION NO. 2026-_____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ORLAND APPROVING A SIDE LETTER AGREEMENT WITH UNITED PUBLIC EMPLOYEES OF CALIFORNIA, LiUNA LOCAL 792, AMENDING THE SALARY RANGE FOR THE ACCOUNTING TECHNICIAN II CLASSIFICATION, AND ADOPTING AN AMENDED GENERAL UNIT SALARY SCHEDULE EFFECTIVE OCTOBER 15, 2026

WHEREAS, the City of Orland ("City") and United Public Employees of California, LiUNA Local 792 ("UPEC") 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 this City Council on September 1, 2026 by Resolution No. 2026-15 (the "MOU"); and

WHEREAS, 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; and

WHEREAS, City staff conducted a market compensation survey of incorporated cities in Northern California with populations under 10,000, comparing classifications performing substantially similar technical accounting duties, and 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; and

WHEREAS, salaries of represented employees are within the scope of representation under the Meyers-Milias-Brown Act, Government Code section 3500 et seq., and may not be established by the City Council unilaterally; and

WHEREAS, the City and UPEC met and conferred in good faith concerning the salary range for the Accounting Technician II classification and executed a Side Letter Agreement, attached hereto as Exhibit B, amending that range effective October 15, 2026, subject to approval by this City Council; and

WHEREAS, the amended range consists of the same number of steps, at the same interval, as the range it supersedes, and the Side Letter Agreement accordingly provides that an employee then serving in the 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; and

WHEREAS, the Side Letter Agreement expressly provides that it is not precedential, that the City undertakes no obligation to conduct or act upon a compensation survey for any other

classification, and that it is without prejudice to the positions of either party in negotiations for any future successor MOU; and

WHEREAS, the fiscal impact of the amended range is approximately \$2,668 in Fiscal Year 2026-27, including benefits, and approximately \$3,767 annualized thereafter, which amount fits within the adopted budget; and

WHEREAS, Government Code section 20636 and California Code of Regulations, title 2, section 570.5, require that compensation reported to the California Public Employees' Retirement System be paid pursuant to a publicly available pay schedule duly approved and adopted by the governing body in accordance with applicable public meetings laws; and

WHEREAS, this Council desires to approve the Side Letter Agreement and to adopt an amended General Unit salary schedule incorporating the amended range, effective October 15, 2026;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Orland as follows:

Section 1. Recitals. The foregoing recitals are true and correct and are incorporated herein by this reference.

Section 2. Approval of Side Letter Agreement. The Side Letter Agreement between the City and UPEC concerning the Accounting Technician II salary range, attached hereto as Exhibit B and incorporated by reference, is hereby approved. The City Manager is authorized to execute the Side Letter Agreement on behalf of the City, and any prior execution by the City Manager is hereby ratified.

Section 3. Amended Salary Range. Effective October 15, 2026, the salary range for the Accounting Technician II classification shall consist of five steps at uniform five percent (5.00%) intervals, with a Step 1 annual rate of \$59,673.90 and a Step 5 annual rate of \$72,534.00, as set forth in Exhibit A.

Section 4. Adoption of Amended Salary Schedule. The amended General Unit Salary Schedule, attached hereto as Exhibit A and incorporated by reference, is hereby adopted effective October 15, 2026. Exhibit A sets forth the complete General Unit salary schedule in a single document so that it may serve as a publicly available pay schedule under Section 6 below. The only substantive change effected by Exhibit A is the amended salary range for the Accounting Technician II classification set forth in Section 3. As to every other classification, Exhibit A restates without change the salary rates adopted by this Council on September 1, 2026, and no action is taken with respect to those classifications. In the event of any conflict or discrepancy between Exhibit A and the General Unit Salary Schedule effective July 1, 2026 with respect to any classification other than Accounting Technician II, the General Unit Salary Schedule effective July 1, 2026 shall govern, and the City Manager is authorized to correct Exhibit A accordingly without further action of this Council.

Section 5. Step Placement. An employee serving in the Accounting Technician II classification on October 15, 2026 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 Resolution.

Section 6. Publicly Available Pay Schedule. Exhibit A shall constitute a publicly available pay schedule for purposes of Government Code section 20636 and California Code of Regulations, title 2, section 570.5. Exhibit A shall set forth the complete General Unit salary schedule and shall: (a) identify the position title for every classification in the General Unit; (b) show the payrate for each step of each classification; (c) indicate the time base; and (d) indicate an effective date of October 15, 2026 and the date of any revision. Exhibit A shall not reference another document in lieu of disclosing the payrate. The City Manager is directed to cause Exhibit A to be posted on the City's website, to be available for public inspection at City Hall during normal business hours, and to be retained for not less than five years.

Section 7. Fiscal Provisions. The fiscal impact of this Resolution is approximately \$2,668 in Fiscal Year 2026-27, including benefits, and approximately \$3,767 annualized thereafter. That amount fits within the adopted budget. The City Manager and the Finance Department are authorized to make such budgetary and payroll entries as are necessary to implement this Resolution.

Section 8. No Other Changes. Except as expressly provided herein, all terms and conditions of the MOU remain in full force and effect. The salary range of every classification other than Accounting Technician II remains as adopted on September 1, 2026, and is unaffected by this Resolution.

Section 9. Severability. If any provision of this Resolution is held invalid, the remainder shall continue in full force and effect.

Section 10. Effective Date. This Resolution shall take effect immediately upon adoption. The amended salary range and amended salary schedule adopted herein shall take effect October 15, 2026.

PASSED AND ADOPTED by the City Council of the City of Orland at a regular meeting held on the ____ day of _____, 2026, by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

Terrie Barr, Mayor
City of Orland

ATTEST:

Jennifer Schmitke, City Clerk
City of Orland

Exhibit A — Amended General Unit Salary Schedule, effective October 15, 2026

Exhibit B — Side Letter Agreement between the City of Orland and UPEC, LiUNA Local 792