



ORLAND CITY COUNCIL REGULAR MEETING
Tuesday, August 18, 2026

CALL TO ORDER

The meeting was called to order by Mayor Barr at 5:34 PM.

ROLL CALL

Councilmembers Present: Councilmembers JC Tolle, John McDermott, Wade Elliott, Vice Mayor Alex Enriquez and Mayor Terrie Barr

Councilmembers Absent: None

Staff Present: Interim City Manager Justin Chaney, City Clerk Jennifer Schmitke, City Attorney Scott Drexel (arrived at 6:15 pm), Negotiation Attorney Greg Einhorn (via Zoom), Library Director Jody Meza, Recreation Manager Olivia Esquivel, Finance Director Joanne Moore

CITIZENS COMMENTS ON CLOSED SESSION - None

MEETING ADJOURNED TO CLOSED SESSION AT 5:35 PM

CLOSED SESSION ENDED AND RECONVENED TO REGULAR SESSION AT 6:36 PM

REPORT FROM CLOSED SESSION - *City Council met in Closed Session with City staff and City Attorney Scott Drexel to discuss conference with labor negotiators and anticipated litigation, as posted on the agenda. Pursuant to Government Code § 54957.1, Mayor Barr reported that no reportable action was taken.*

PLEDGE OF ALLEGIANCE

ORAL AND WRITTEN COMMUNICATIONS

PUBLIC COMMENTS:

Ms. Joantha Guthrie, Public Sector Manager with Waste Management, introduced Sarah Olick, the new Recycling Education Representative (RER). Ms. Olick thanked the Council for meeting with her and briefly introduced herself, providing an overview of her educational background and professional experience.

CONSENT CALENDAR

- A. Warrant List (Payable Obligations)
- B. Approve City Council Minutes from August 4, 2026

- C. Receive and File Arts Commission Minutes from May 20, 2026
- D. Receive and File Arts Commission Minutes from June 17, 2026
- E. Receive and File Library Commission Minutes from May 11, 2026
- F. Approving and Adopting the Annual Appropriations Limit for FY 2026-27
- G. Adopt a Youth Sports Team Sponsorship Policy for Recreation Department youth sports program
- H. Appointment of Peter R. Carr as an Extra-Help Retired Annuitant (Government Code Sections 21224 and 7522.56) and Termination of Prior Professional Services Agreement
- I. Resolution 2026-13 - Adoption of a Publicly Available Salary Schedule for the City Manager Classification

Councilmember Elliott requested clarification regarding Item F, noting that the staff report stated the information was required to be available to the public 18 days prior to appearing on the agenda. The City Clerk confirmed that the item had been properly available to the public within the required timeframe.

Councilmember Elliott also requested clarification regarding a previous closed session item on the August 4th minutes, and the City Clerk confirmed that the correct wording would be reflected in the meeting minutes.

Regarding Item H, Councilmember Elliott requested clarification on the estimated cost savings. City Attorney Scott Drexel explained that the estimated 50% savings was based on the estimated number of hours Mr. Carr anticipated working. Mr. Drexel stated that the prior arrangement was a flat-fee agreement, up to \$32,000, which the City would pay regardless of the number of hours utilized. He explained that the downside of a retainer agreement is that payment is required whether the services are used or not. Based on an estimated workload of approximately 24 hours, Mr. Drexel stated the City could realize savings of about 50%.

Mr. Drexel also clarified on item I the distinction between the salary range of \$150,000 to \$210,000 and the actual amount approved by the Council. Councilmember Elliott stated that the Council selected the higher salary range because it wanted to attract an experienced executive and believed offering a competitive range would help recruit qualified candidates. Mr. Drexel explained that the \$150,000 to \$210,000 range was intended to establish the legal outer bounds of compensation the City could offer. Councilmember Elliott stated that he wanted the minutes to accurately reflect the amount approved by the Council in its motion.

Orland resident Earl Megginson requested clarification regarding Item H and asked why the item was being brought back to Council.

City Attorney Scott Drexel explained that the City's original intent was to hire Mr. Carr as an outside consultant through his own company, similar to other professional services contracts. However, because Mr. Carr had recently retired from CalPERS, CalPERS determined that the proposed arrangement would effectively create a common-law employment relationship.

Mr. Drexel explained that, as a result, the City needed to restructure the agreement with Mr. Carr to address the CalPERS requirements.

ACTION: Councilmember Elliott moved, seconded by Vice Mayor Enriquez, to approve Consent Calendar Items A through I with the following clarifications:

- **Item A:** Correct the typographical error in the August 4 meeting minutes that mischaracterized the actual closed session topic. The minutes should reflect the topic as it was advertised.
- **Item H:** Clarify that the estimated 50% savings was based on multiple factors and was not simply a comparison of \$100 versus \$150.
- **Item I:** Correctly reflect that the approved salary range was \$180,000 to \$210,000.

The motion carried by a voice vote, 5-0.

ADMINISTRATIVE BUSINESS

Resolution Approving a Memorandum of Understanding with the Orland Police Officers Association for the Period July 1, 2026 Through June 30, 2027

Interim City Manager Justin Chaney presented the Memorandum of Understanding (MOU) between the City of Orland and the Orland Police Officers Association (OPOA). Mr. Chaney stated that the previous MOU expired June 30, 2026. The parties exchanged initial proposals in June 2026 and met and conferred in good faith. The OPOA had ratified the proposed agreement.

Mr. Chaney explained that the agreement covers a one-year term from July 1, 2026, through June 30, 2027. The agreement provides a five percent (5%) salary increase for all classifications within the bargaining unit, effective July 1, 2026. The increase would be applied retroactively to employees who were on the payroll as of the date the agreement is ratified by the City Council.

Mr. Chaney reviewed the additional changes included in the agreement, including:

- Removing the 50% limitation on fitness reimbursement while retaining the existing maximum.
- Conforming the classification of Police Officer – Academy Recruit to the requirements of the Fair Labor Standards Act.
- Adding a 4/10 work schedule option for non-sworn employees at the discretion of the Chief of Police.
- Converting the shift differential from \$0.75 per hour to five percent (5%) of the employee's base hourly rate for hours worked between 5:00 p.m. and 7:00 a.m.
- Extending the Field Training Officer premium to all certified employees assigned as a Field Training Officer during periods when a trainee is assigned.

Mr. Chaney stated that the parties would exchange initial proposals for a successor agreement in March 2027.

Councilmember Elliott shared he was in favor of supporting the one-year agreement and stated the funds had been budgeted.

ACTION: Councilmember Tolle moved, seconded by Vice Mayor Enriquez, to adopt Resolution No. 2026-14 approving the Memorandum of Understanding between the City of Orland and the Orland Police Officers Association for the period of July 1, 2026, through June 30, 2027, and authorized its execution. Motion carried by a voice vote 5-0.

City Manager Verbal Report

Interim City Manager Justin Chaney introduced the City's new Finance Director, Joanne Moore. Ms. Moore briefly addressed the City Council, sharing information about her background and her goals for moving forward with the City.

Mr. Chaney reported that City staff understands the budget challenges facing the City in the future and is working together on plans to identify additional savings and address the City's financial needs.

Mr. Chaney also shared that Mr. Carr has been helpful in identifying ways to reduce costs and improve the way the City operates.

Mr. Chaney stated that his goal is to help create a more positive and stable work environment for the incoming City Manager, with goals and improvements already underway or completed to help position the next City Manager for success.

City Council Communications and Reports

Councilmember Elliott welcomed Finance Director Joanne Moore to the City staff and spoke about the importance of residents participating in and attending City Commissions. He thanked all Commissioners who volunteer their time to serve the City. Councilmember Elliott also reported that the nomination period for the upcoming election closed November 7, and that multiple candidates had filed for the open Council seats.

Mayor Barr thanked the City Department Heads for their hard work and welcomed the new Finance Director.

Councilmember McDermott reported that he attended the Economic Development Commission (EDC) meeting on August 11.

Councilmember Tolle had nothing to report.

Councilmember Enriquez reported on an upcoming Kiwanis meeting scheduled for August 19 at 6:30 p.m. at 1165 Hoff Way. He also shared information regarding the new RABA bus service, which now includes a stop in Orland. Councilmember Enriquez reminded the Council that the next Planning Commission meeting is scheduled for August 27.

MEETING ADJOURNED 6:56 PM

Jennifer Schmitke, City Clerk

Terrie Barr, Mayor