



CITY OF ORLAND STAFF REPORT

MEETING DATE: September 1, 2026

TO: Honorable Mayor and City Council

FROM: Justin Chaney, Interim City Manager

SUBJECT: Resolution Approving a Memorandum of Understanding with the United Public Employees of California, Local 792, Mid-Management Unit, for the Period July 1, 2026 Through June 30, 2027 (Discussion/Action)

BACKGROUND

The Memorandum of Understanding between the City and the United Public Employees of California, Local 792, Mid-Management Unit expired June 30, 2026. The parties exchanged initial proposals in June 2026 and have met and conferred in good faith. The Union has ratified the agreement described below.

DISCUSSION

The agreement is for a one-year term, July 1, 2026 through June 30, 2027. It provides a five percent (5%) salary increase for all classifications in the unit, effective July 1, 2026 and applied retroactively to that date for employees on the payroll as of the date the agreement is ratified by the City Council.

The agreement also renames Cesar Chavez Day as National Farm Workers Day; increases the annual Administrative Leave bank from 60 hours to 80 hours, with the existing cash-in provision unchanged; and adds a new section providing for preliminary notice of proposed disciplinary action and Skelly review, which conforms the agreement to existing legal requirements and does not alter any right of appeal. The parties will exchange initial proposals for a successor agreement in March 2027.

FISCAL IMPACT

The fiscal impact is \$47,515 for FY 2026-27, covering all of the economic terms of the proposed agreement, with employer costs included. The proposed agreement fits within the adopted budget.

ATTACHMENTS

A. Resolution No. 2026-XX

B. Memorandum of Understanding between the City of Orland and the United Public Employees of California, Local 792, Mid-Management Unit, July 1, 2026 through June 30, 2027

RECOMMENDATION

Adopt Resolution No. 2026-XX approving the Memorandum of Understanding and authorizing its execution.