



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, General 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, General 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; establishes a City contribution of \$25 per pay period to the deferred compensation account of each employee who contributes at least that amount; increases the Maintenance Worker credit for work boots and a safety jacket from \$300 to \$350; provides reimbursement of up to \$225 every two years for prescription safety eyewear where an employee's duties require protective eyewear; provides reimbursement of up to \$700 each fiscal year for work shirts and pants for Public Works employees not supplied through a uniform service, upon termination of the City's current uniform service agreement; conforms the standby rate stated in the agreement to the rate actually paid; and conforms the preliminary notice of disciplinary action to existing practice. The parties will exchange initial proposals for a successor agreement in March 2027.

FISCAL IMPACT

The fiscal impact is \$107,536 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, General Unit, July 1, 2026 through June 30, 2027

RECOMMENDATION

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