



**CITY OF ORLAND STAFF REPORT**  
**MEETING DATE: June 16, 2026**

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**TO:** Honorable Mayor and City Council

**FROM:** Scott Drexel, City Attorney

**SUBJECT:** Interim City Manager Appointment, Agreement, and Out-of-Class Compensation (Discussion/Action)

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#### BACKGROUND

The City Manager position is vacant. Fire Chief Justin Chaney has agreed to serve as Interim City Manager on an out-of-class, interim basis, in addition to and while continuing to perform his duties as Fire Chief, pursuant to the City Council's authority over the City Manager position under the Orland Municipal Code. The appointment is effective July 1, 2026, and Mr. Chaney will execute the Agreement on or before that date; the Council's action authorizes the appointment and execution effective July 1.

#### OUT-OF-CLASS COMPENSATION

While serving as Interim City Manager, Mr. Chaney will receive an out-of-class differential, in addition to his Fire Chief base salary, in the amount necessary to bring his total monthly compensation to \$13,333 — the City Manager monthly rate on the City's adopted publicly available pay schedule, and not exceeding that rate. The differential is paid only during the interim assignment and ceases upon its termination, at which point his compensation reverts to his Fire Chief base salary. Because Mr. Chaney retains his Fire Chief classification, the differential is a temporary out-of-class differential that is not pensionable and is not reportable to CalPERS.

#### FISCAL IMPACT

While serving as Interim City Manager, Mr. Chaney's total monthly compensation is \$13,333 (the City Manager rate). The incremental cost is the out-of-class differential — the difference between his Fire Chief base salary and \$13,333 per month — for the duration of the interim assignment. The differential is non-pensionable and ceases when the assignment ends.

#### ATTACHMENTS

A. Interim City Manager Appointment and Out-of-Class Compensation Agreement.

#### RECOMMENDATION

That the City Council: (1) appoint Justin Chaney as Interim City Manager effective July 1, 2026; (2) approve the Interim City Manager Appointment and Out-of-Class Compensation Agreement; and (3) authorize the Mayor to execute the Agreement.