



## CITY OF ORLAND STAFF REPORT

MEETING DATE: August 5, 2025

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**TO:** Honorable Mayor and Councilmembers

**FROM:** Janet Wackerman, Interim City Manager

**SUBJECT:** Employment Agreement for Orland Police Officers Association, Salary Schedule (Discussion/Action)

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### BACKGROUND:

The City Council has been actively engaged over the past several months in negotiating updated Memorandums of Understanding (MOUs) with the City's three bargaining groups, whose agreements expired on June 30.

The Orland Police Officers Association (OPOA) has reached a tentative agreement for a one-year term. City staff recommends that the Council approve the proposed labor agreement along with the updated comprehensive salary schedule.

### ANALYSIS:

The proposed OPOA agreement includes a 2% salary increase for the period of July 1, 2025, through June 30, 2026.

Revisions to Section 15 – *Health Insurance* establish that future cost increases or decreases will be shared equally between the City and employees (50%/50%). Additionally, the employee contribution for this unit will be capped at no more than \$25 per month above the increase in per-employee costs during the term of the MOU.

A *Retiree Medical Trust* is also being established, with a employee contribution of \$50 per pay period and a city contribution of \$50 per pay period. Funds contributed to this trust may only be used for retiree health insurance premiums or other health care-related expenses.

Further amendments include:

- **Section 20 – Holidays:** Aligns holiday observances for the department with those of other City departments.
- **Section 21 – Call Back Compensation:** Clarifies compensation practices for officers who perform work-related duties by phone.

The attached salary chart has been updated to reflect the revised OPOA wages for fiscal year 2025–26 under this agreement.

Attachments:

1. Proposed MOU for OPOA and
2. Updated Salary Schedule for Fiscal Year 2025-2026 and
3. Resolution 2025-XX Approving a Memorandum of Understanding between the City of Orland and the employees represented by the Orland Police Officers Association.

**RECOMMENDATION:**

Approve the proposed agreement by resolution, and salary schedule, as presented; authorize the Mayor and City Manager to execute the resolution and bargaining unit agreement.

**FISCAL IMPACT OF RECOMMENDATION:**

Sufficient funding for the adjustments is included in the fiscal year budget approved June 17th.