



STAFF REPORT

Meeting Date: September 22, 2026

SUBJECT: Consideration and Adoption of a Resolution Approving Modification of the Classifications in the Bargaining Unity Represented by the Wheatland Sergeants Association

PREPARED BY: Sean Grayson, City Manager

RECOMMENDATION:

Staff recommends that the Wheatland City Council consider adoption of a resolution approving modification of the classifications in the bargaining unit represented by the Wheatland Sergeants Association.

DISCUSSION:

Section 2.16.030(C) of the Wheatland Municipal Code states that the City Manager shall prepare City personnel rules and revisions and amendments to such rules. Section 2.16.050 of the Municipal Code provides that personnel rules shall be adopted by resolution of the City Council.

Section 25 of the Wheatland Personnel rules addresses employer-employee relations. Article II Subsection 8 prioritizes bargaining units comprised of the "broadest feasible grouping of positions that share an identifiable community of interest," as well as similarity of work performed, qualifications required, the organizational structure of the City, the number of employees and classifications, and the effect on the administration and stability of employee relations.

The Wheatland Sergeants Association (WSA) has historically only had one person in the bargaining unit and currently has none. There are no current personnel filling a Police Sergeant position and there are no current WSA members. In order to best meet employer-employee relations the City has proposed that the Wheatland Police Officers Association (WPOA) become the exclusive bargaining unit representative of the Police Sergeant classification. The terms and conditions of the WSA memorandum of understanding (MOU) would remain in effect until it ends June 30, 2027 or when the WPOA negotiates a new WPOA MOU that includes the Police Sergeant classification, whichever comes first.

This proposed action to eliminate the WSA and for the WPOA to represent the Police Sergeant classification was reviewed with representatives of WPOA which were supportive of the action.

FISCAL IMPACT:

There is no fiscal impact associated with this item.

ATTACHMENTS:

A. Resolution