



City Council Meeting Staff Report

Meeting Date: October 14, 2025

Subject: Consideration and Adoption of Resolution Approving An Amended Wheatland Police Officers Association Memorandum of Understanding

Prepared By: Bill Zenoni, City Manager

Recommendation: Staff recommends that the Wheatland City Council consider adoption of a resolution approving an amended Memorandum of Understanding with the Wheatland Police Officers Association.

Discussion: The City Council, on June 27, 2023 approved a two-year Memorandum of Understanding (MOU) with the Wheatland Police Officers Association. That MOU expired on June 30, 2025. The City Manager and the Wheatland Police Officers Association have concluded negotiations and have agreed on an amended Memorandum of Understanding for City Council consideration.

The proposed amendments to the Wheatland Police Officers Memorandum of Understanding include the following:

- Two-year term (July 1, 2025 to June 30, 2027)
- Cost of living adjustments of 3% effective July 1, 2025 and 3% effective July 1, 2026
- One-time market rate adjustment of 4% effective July 1, 2025.
- Amend provision for annual uniform allowance to provide for lump sum payment in July of each year.
- Amend provision for graveyard pay to allow for payment to more than one employee working between the hours of 7:00 pm and 7:00 am.
- Amend provision for Field Officer Training Pay to be paid only when performed the duties of a Field Training Officer.

Fiscal Impact: Costs associated with the amended Memorandum of Understanding are included in the adopted Fiscal Year 2025-26 Budget.

Attachments:

1. Resolution
2. Wheatland Police Officers Association Memorandum of Understanding