

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF WHEATLAND  
AND THE WHEATLAND SERGEANTS  
ASSOCIATION**

**July 1, 2025 – June 30, 2027**

This Memorandum of Understanding (MOU) is entered into by and between the City of Wheatland ("City") and the Wheatland Sergeants Association ("WSA" or "Association"). This MOU is adopted pursuant and subject to the Meyers-Milias-Brown Act (Government Code section 3500 et seq.) and City employer-employee relations rules and regulations (Wheatland Personnel Rules, section 25; adopted by City Council Resolution No. 27-06. The City and the Association agree as follows:

**ARTICLE I - RECOGNITION:**

Pursuant to the provisions of the City employer-employee relations rules and regulations and the Meyers-Millias-Brown Act, the City has recognized the Association as the exclusive recognized bargaining agent for the employees in the Sworn Police Sergeants Unit for the purpose of establishing salaries, wages, hours and working conditions. The Sworn Police Sergeants Unit is a bargaining unit consisting of the City employees in the positions listed on Attachment A. This MOU shall apply to all employees in the bargaining unit.

**ARTICLE II - NON-DISCRIMINATION:**

The City and the Association agree that they shall not discriminate against any employee because of race, color, sex, age (40 or over), national origin, ancestry, religious creed, physical disability, mental disability, medical condition, marital status, sexual orientation (including heterosexuality, homosexuality, and bisexuality), political or religious opinions or affiliation or handicap or exercise of rights under the Meyers-Millias-Brown Act. The City and the Association shall re-open any provision of this MOU for the purpose of complying with any final order of the federal or state agency or court of competent jurisdiction requiring a modification or change in any provision or provisions of this MOU in compliance with state or federal anti-discrimination laws.

**ARTICLE III - COMPENSATION PLAN:**

Section 1: Salary ranges effective retroactive to July 1, 2025, and effective July 1, 2026 are listed in Attachment "A".

Section 2: The salary ranges are increased as follows:

- a. 3 percent (3%) Cost of Living Adjustment from previous MOU effective July 1, 2025
- b. 1 percent (1%) One-Time Market Rate Adjustment effective July 1, 2025
- c. 3 percent (3%) Cost of Living Adjustment from FY 2025-26 effective July 1, 2026

Section 3: Represented employees in the WSA with 5 years of full-time service shall receive a 5% increase in Base Pay for Longevity on the anniversary of the employee's hire date and shall also receive an additional 5% Base Pay increase for Longevity for every 5 years of service thereafter. Any full-time service as a Reserve Officer in Wheatland, prior to full-time, permanent employment with City, may be counted in determining when an officer has achieved the longevity incentive.

Bilingual incentive pay of 2.5% of base pay shall be established and available for all represented employees for language fluency in either Spanish or Hmong. Pay may be authorized by the City Manager after the employee's successful achievement of language certification as established by the City Manager.

Field Training Officer incentive pay of 5.0% of base pay shall be provided to represented employees who are actively performing the duties of a Field Training Officer during the duration of that service.

#### **ARTICLE IV – PERSONNEL RULES:**

The parties acknowledge and agree that employment terms and conditions also shall be governed by the Wheatland Personnel Rules and Regulations (adopted by City Council Resolution No. 42-19), as the same may be amended from time to time subject to the meet and confer process. If there is an irreconcilable conflict between this MOU and the Personnel Rules, the MOU shall prevail. If there is an irreconcilable conflict between this MOU and any applicable federal or state law, the law shall prevail.

Section 15 H. Bereavement Leave. Section 15 H of the City of Wheatland Personnel Rules shall be deleted and replaced with the following:

*A maximum of 24 hours paid bereavement leave shall be granted to all regular and probationary employees upon the death of any of the following family members as defined by the U.S. Office of Personnel Management: 1) Spouse and parents thereof, 2) sons and daughters and spouses thereof, 3) parents and spouses thereof, 4) brothers and sisters and spouses thereof, 5) grandparents and grandchildren and spouses thereof, 6) domestic partner and parents thereof (including domestic partners of any individual in 2 through 5 of this definition, and 7) any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.*

#### **ARTICLE V - RETIREMENT:**

Section 1: Represented regular employees covered by this MOU will have the opportunity to participate in a 457 Deferred Compensation Plan established by the City of Wheatland through "The Hartford" or such other plan(s) that may be subsequently established. The terms of the approved plan shall govern a represented regular employee's rights to participate in the plan.

Section 2: Social Security: the City also participates in the Federal Social Security system (FICA and Medicare). The city contributes 7.65% of salary on behalf of the represented regular employees. The City's contribution rate may be adjusted by changes in the Federal law. The represented regular employees shall contribute the amount that is required by Federal law. Represented regular employees currently contribute 7.65% of salary on their own behalf.

Section 3: The City agrees to contribute 7% of each employee's base pay matching a 3% employee contribution towards a retirement plan sponsored by ICMA. The City's contribution shall not be made if the employee is not contributing the 3% match.

Section 4: The City continues to agree to the amendment to the contract with ICMA regarding the terms of the Money Purchase Plan contract (the section 401a plan) that is currently in effect. The amendment shall be that employees shall be permitted to borrow from the retirement savings to which they have become fully vested. There shall be no change in the vesting schedule for employer contributions.

#### **ARTICLE VI. DEDUCTION FOR ASSOCIATION DUES:**

The City will provide for a payroll deduction for Association dues. An authorization form must be signed by each individual employee authorizing a bi-weekly deduction for Association dues. The City will not be responsible for administering the Association dues program. The Association shall be allowed to modify the amount of the bi-weekly payroll deduction no more than once each fiscal year after the initial establishment of the dues amount. The City shall provide a bi-weekly check to the Association for the dues collected during the related payroll period. The City agrees to incur the administrative costs resulting from the deductions and reporting requirements.

#### **ARTICLE VII – INSURANCE BENEFITS:**

Effective July 1, 2019, all represented regular employees will be eligible for medical insurance (Kaiser GF Plan 50) for themselves and their qualified family members after 30 days of employment. The employee will be responsible for twenty (20) percent of the cost of the medical insurance premium. Represented regular part-time employees are eligible for medical insurance on a prorated basis.

Represented regular employees employed by the City on or before June 30, 2019, will continue to receive 100% paid *employee only* medical insurance (Kaiser GF Plan 50). The employee will be responsible for twenty (20) percent of the cost of any medical insurance premium (Kaiser GF Plan 50) for *employee + spouse*, *Employee + child*, or *employee + spouse + child*.

The City will provide a Health Savings Account option for employees using the individual employee's insurance premium rate as the basis for contributing to the HSA if that option is selected.

An employee may decline to participate in the City health insurance plan if the employee provides his/her supervisor with proof of alternative insurance coverage. Annually (on July 1), should an employee choose to opt out of the insurance plan, the employee must provide his/her supervisor with acceptable proof of alternative insurance coverage prior to being able to opt out of the plan. If an employee declines to participate in the City health insurance plan, then the employee shall receive \$300 per month instead. This amount shall be paid as additional employee wages, subject to the usual payroll deductions and withholdings. For the purposes of annual accounting, premium costs shall be those currently in effect on July 1 of each year.

#### **ARTICLE VIII - DISABILITY INSURANCE:**

All employees will participate in the City's disability insurance program and authorize a payroll deduction for this premium. The City agrees to incur the administrative costs resulting from the deductions and reporting requirements. The terms of the insurance policy or plan shall govern an employee's rights to the insurance benefits.

#### **ARTICLE IX – LIFE INSURANCE:**

The City shall provide City paid life insurance for each regular full-time employee in the amount of \$75,000. The benefits include payment for natural death with additional benefits paid for accidental death and dismemberment. The amount of the premium that is paid by the City for the benefit amount that exceeds \$50,000 shall be included as taxable earnings to the employee.

#### **ARTICLE X - UNIFORM ALLOWANCE**

The City will provide a uniform allowance of \$1,000.00 per year for each employee. The uniform allowance shall be used to purchase uniforms and replace or repair uniforms that have experienced normal wear and tear. The annual uniform allowance will be paid in July of each year. If an employee separates from the City between July 1 and December 31, the employee shall provide the City with a payment of \$500, half the yearly uniform allowance.

Any unused uniform allowance funds remaining in the employees account as of June 30, 2025, which have not been expended or committed as of the date of the execution of this MOU, will be paid to the employee.

#### **ARTICLE XI – ADVANCED EDUCATION/CERTIFICATION INCENTIVES**

The following pay incentives will be granted to each represented employee upon satisfactory documentation of each qualifying item. Each incentive will be cumulative:

- Associate Degree (A.S. or A.A.) or 60 to 119 college semester units = 2%
- Bachelor's Degree (B.S. or B.A.) or 120 to 169 college semester units = 2%
- Master's Degree (M.S. or M.A.) or 170 to 220 college semester units = 2%
- Doctorate or equivalent or 221+ college semester units = 2%
- Other degrees as defined by their units (Law degree, M.B.A., etc.)
- Basic POST Certificate = 1.5% (does not include Academy Certificate)
- Intermediate POST Certificate = 2%
- Advanced POST Certificate = 2%
- Supervisor's/Management POST Certificate = 2%

#### **ARTICLE XII – PERSONAL CELL PHONE USE REIMBURSEMENT**

Sworn employees who are required by their supervisor to use their personal cell phone for City business shall be reimbursed for said use at the rate of \$75.00 per month. For ease of accounting/processing this reimbursement shall be made annually in the month of December.

## **ARTICLE XIII – TIME FOR ASSOCIATION BUSINESS**

Represented employees shall be allowed a reasonable amount of time to meet with their Association representative(s) on WSA business and/or an issue related to said employee's conditions of employment. The employee's supervisor shall be notified in advance of said planned meeting and supervisory approval is required. Such approval shall not unreasonably be withheld.

## **ARTICLE XIV – COMPATIBILITY OF BENEFITS:**

Should any benefit not contemplated in this agreement be negotiated and approved in any Memorandum of Understanding between the City of Wheatland and the Wheatland Police Officers Association, then the City and the WSA shall enter into good faith negotiations to include such benefit in this agreement.

## **ARTICLE XV – CALL BACK:**

Should any represented employee, while not working an assigned shift, be required to physically respond to an incident or to the Police station to provide command or support services, said employee shall be compensated for a minimum of three (3) hours which shall be paid at the time and one-half rate.

Should any represented employee, while not working an assigned shift, be contacted by telephone or any other means of communication, to give direction, advice or to make a command decision in the absence of other higher ranking Police personnel, said employee shall be compensated for the actual time that is required to complete the contact. Time shall be logged and reported in thirty (30) minute increments and listed on the time reporting record for that pay period. Payment for such time shall be made at the time and one-half rate for all such recorded time. All such reported time must be approved by the Police Chief.

## **ARTICLE XVI – COMPENSATORY TIME OFF (CTO) PAY**

Employees may accrue CTO in lieu of cash payment for overtime worked.

## **ARTICLE XVII – SENIORITY RIGHTS**

Seniority is herein defined to be an employee's continuous full-time service with the City of Wheatland in the current classification plus higher classifications within the Police Department. An individual employee's seniority shall be effective from the date of first employment in a position with the representation unit. The Department will consider seniority in vacation scheduling and shift assignments and shift bidding. The Chief of Police may, at his/her discretion, based on the needs of the organization, assign an employee to a shift as long as that employee has been given written notification.

## **ARTICLE XVIII - CITY RIGHTS:**

Section 1: The City reserves, retains and is vested with, solely and exclusively, all rights of management which have not been expressly abridged by specific provision of this MOU

or by law to manage the City, as such rights existed prior to the execution of this MOU. The sole and exclusive rights of management, as they are not abridged by this MOU or by law, shall include, but shall not be limited to, the following rights:

- a. To manage the City generally and to determine the issues of policy;
- b. To determine the existence or non-existence of facts which are the basis of the management decisions;
- c. To determine the necessity and organization of any service or activity conducted by the City and to expand or diminish services;
- d. To determine the nature, manner, means, technology, and extent of services to be provided to the public;
- e. To determine methods of financing;
- f. To determine types of equipment or technology to be used;
- g. To determine and/or change the facilities, methods, technology, means and size of the work force by which the City operation is to be conducted;
- h. To determine and change the number of locations, relocations and types of operations, processes, and materials to be used in carrying out all City functions including, but not limited to, the right to contract for or subcontract any work or operation of the City.
- i. To assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work hours, schedules and assignments;
- j. To relieve employees from duties for lack of work or similar non-disciplinary reasons;
- k. To establish and modify productivity and performance programs and standards;
- l. To discharge, suspend, demote, or otherwise discipline employees for proper cause;
- m. To determine job classifications and to reclassify employees;
- n. To hire, transfer, promote and demote employees for non-disciplinary reasons in accordance with this MOU and applicable Resolutions and Codes of the City.
- o. To establish, modify, determine, or eliminate job descriptions and job classifications and allocate City positions to such classifications.
- p. To promulgate, modify and enforce work, safety, health and property protection rules and regulations.
- q. To take such other and further action as may be necessary to organize and operate the City in the most efficient and economical manner and in the best interest of the public it serves.
- r. To require a pre-employment medical review and exam.

## **ARTICLE XIX - EMPLOYEE RIGHTS:**

The following are employee rights:

Section 1. To form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.

Section 2. To refuse to join or participate in the activities of employee organizations and the right to represent themselves individually in their employment relations with the City.

Section 3. To reasonable use of City facilities for meetings upon timely written or oral request stating the purpose, date, and time of such use, provided the use shall not interfere with the regular course of City business.

## **ARTICLE XX - ASSOCIATION RESPONSIBILITY:**

Section 1: In the event that the Association, its officers, agents, representatives or members engage in any of the conduct prohibited in Article XXI, Prohibited conduct, Section 1, the Association or its duly authorized representative shall immediately instruct any persons engaging in such conduct that their conduct is in violation of this MOU and unlawful, and that they should immediately cease engaging in such conduct prohibited in Article XXI, Prohibited conduct, Section 1, and return to work.

Section 2: If the Association performs all of the responsibilities set forth in Section 1 above, its officers, agents and representatives shall not be liable for damages for prohibited conduct performed by employees who are covered by this MOU in violation of Article XXI, Prohibited conduct, Section 1.

## **ARTICLE XXI - NO STRIKE--NO LOCKOUT:**

### **PROHIBITED CONDUCT**

Section 1: The Association, its officers, agents, representatives and/or members agree that during the term of this MOU, they will not cause or condone any strike, walkout, slowdown, sickout, or any other job action by withholding or refusing to perform services.

Section 2: The City agrees that it shall not lock out its employees during the term of this MOU. The term "lockout" is hereby defined so as not to include the discharge, suspension, termination, layoff, failure to recall or failure to return to work of employees of the City in the exercise of its rights as set forth in any of the provisions of this MOU or applicable ordinance or law.

Section 3: Any employee who participates in any conduct prohibited in Section 1 above may be subject to termination by the City.

Section 4: In addition to any other lawful remedies or disciplinary actions available to the City, if the Association fails, in good faith, to perform all responsibilities in Article XX, Association Responsibility, the City may suspend any and all of the rights and privileges accorded to the

Association under the Employee Relations Resolution and this MOU, including, but not limited to, suspension of recognition of the Association, grievance procedures, right of access and the use of the City's bulletin boards and facilities.

#### **ARTICLE XXII - ENTIRE MEMORANDUM OF UNDERSTANDING:**

Section 1: It is the intent of the parties hereto that the provisions of this MOU shall supersede all prior agreements and memorandums of agreement, or memorandums of understanding, or contrary salary and/or personnel resolutions or Administrative Codes, provisions of the City, oral or written, expressed or implied, between the parties, and shall govern the entire relationship, and shall be the sole source of any and all rights which may be asserted hereunder. This MOU is not intended to conflict with Federal or State law.

Section 2: Notwithstanding the provisions of Section 1, there exists within the City certain personnel rules and regulations and departmental rules and regulations. To the extent that this MOU does not specifically contradict these personnel rules and regulations or departmental rules and regulations or City ordinances, they shall continue subject to being changed by the City in accordance with the exercise of City rights under this MOU and applicable State law.

#### **ARTICLE XXIII. WAIVER OF BARGAINING DURING TERM OF THIS AGREEMENT:**

Except where required by the terms of this MOU, during the term of this MOU, the parties mutually agree that they will not seek to negotiate or bargain with regard to wages, hours, and terms and conditions of employment, whether or not covered by this Memorandum or in the negotiations leading thereto, and irrespective of whether or not such matters were discussed or were even within the contemplation of the parties hereto during the negotiations leading to this Memorandum. Regardless of the waiver contained in this Article, the parties may, however, by mutual agreement, in writing, agree to meet and confer about any matter during the term of this Memorandum.

#### **ARTICLE XXIV - EMERGENCY WAIVER PROVISION:**

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, provisions of this MOU may be suspended by the City Manager during the term of such emergency. After the emergency is over, the Association shall have the right to meet and confer with the City regarding the impact on employees of the suspension of these provisions in the MOU and any Personnel Rules and policies.

#### **ARTICLE XXV - ADVERSE FINANCIAL IMPACT:**

In the event that the City suffers substantial economic hardship during the term of this MOU, the parties agree to engage in a cooperative dialogue about ways to assist the City in addressing such hardship. "Substantial economic hardship," as used herein, shall include, but not be limited to, the following: a decline in overall General Fund revenues (including COPS funds) of five percent (5%); a reduction in General Fund Contingency of thirty percent (30%) or more; an unbudgeted increase of ten percent (10%) or more in City expenses; or a decision by the City

Council to declare a fiscal emergency. Nothing in this paragraph shall preclude or impede the City Council from exercising such additional authority as may be conferred by other provisions in this agreement or by State or Federal law.

**ARTICLE XXVI - SEPARABILITY:**

If any provision of this MOU is declared invalid the remainder of the MOU is valid.

**ARTICLE XXVII - FULL FORCE EFFECT**

All provisions of this MOU shall remain in full force and effect for the duration of this MOU.

**ARTICLE XXVIII- TERM OF MEMORANDUM OF UNDERSTANDING**

The term of this Memorandum of Understanding shall commence on July 1, 2025, and shall continue in full force and effect through June 30, 2027, or until the City Council adopts either a succeeding MOU or terms and conditions following MOU negotiations that did not result in an MOU agreement.

**ARTICLE XXIX - RATIFICATION AND EXECUTION:**

The City and the Association acknowledge that this MOU shall not be in full force and effect until ratified by the Association and adopted by the City Council for the City of Wheatland. Subject to the foregoing, this MOU is hereby executed by the authorized representatives of the City and the Association and entered into this 25<sup>th</sup> day of November, 2025.

CITY OF WHEATLAND

WHEATLAND SERGEANTS  
ASSOCIATION

\_\_\_\_\_  
Bill Zenoni  
City Manager

  
\_\_\_\_\_  
Christopher Ellis, Association Representative

\_\_\_\_\_  
Date

11/18/2025

\_\_\_\_\_  
Date

Attachment A  
(Bargaining Unit Employees)

City of Wheatland  
 FY 2025-26 Pay Ranges Effective July 1, 2025

Classifications	FY 2024-2025		FY 2025-2026									
	Range	Step 1	Step I	Hrly	Step II	Hrly	Step III	Hrly	Step IV	Hrly	Step V	Hrly
Police Sergeant	20a	5,805.57	6,037.79	34.83	6,339.68	36.58	6,656.67	38.40	6,989.50	40.32	7,338.97	42.34

**Assumptions:**  
 Ranges originated from the CPS Human Resource Services Compensation Study - see Resolution No. 28-06 Exhibit "A".  
 Rates are stated on a monthly basis. Steps are 5% apart. Hourly rates for pay purposes are calculated by multiplying the monthly rates times 12 and dividing by 2,080.

City of Wheatland  
 FY 2026-27 Pay Ranges Effective July 1, 2026

Classifications	FY 2025-2026		FY 2025-2026									
	Range	Step 1	Step I	Hrly	Step II	Hrly	Step III	Hrly	Step IV	Hrly	Step V	Hrly
Police Sergeant	20a	6,037.79	6,218.92	35.88	6,529.87	37.67	6,856.36	39.56	7,199.18	41.53	7,559.14	43.61

**Assumptions:**  
 Ranges originated from the CPS Human Resource Services Compensation Study - see Resolution No. 28-06 Exhibit "A".  
 Rates are stated on a monthly basis. Steps are 5% apart. Hourly rates for pay purposes are calculated by multiplying the monthly rates times 12 and dividing by 2,080.