



# City Council Meeting Staff Report

Meeting Date: August 12, 2025

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**Subject:** Consideration and Adoption of Resolution Approving An Amended General Employees' 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 General Employees' Association.

**Discussion:** The City Council, on June 27, 2023 approved a two-year Memorandum of Understanding (MOU) with the Wheatland General Employees' Association. That MOU expired on June 30, 2025. The General Employees' Association membership includes employees in Public Works, Finance, Administration and Police Department administrative staff, excluding those positions covered by individual employment agreements (City Manager, Finance Director, Public Works Director). The City Manager and members of the General Employees' Association have concluded negotiations and have agreed on an amended Memorandum of Understanding for City Council consideration.

The proposed amendments to the General Employees' 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.
- Addition of Accounting Technician to positions authorized to receive bilingual incentive pay.
- Increase in longevity incentive pay for employees with 20 years of service (from 2% to 5%).
- Provision for requesting updated actuarial valuation from CalPERS during term of two-year agreement.
- Increase in standby pay of \$5.00 per day.
- Replace provision of daily laundered shirts for Public Works employees with provision of 6 shirts per year.
- Increase annual boot allowance for Public Works employees from \$400 to \$500.

**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 General Employees' Association Memorandum of Understanding
3. Wheatland General Employees' Association Memorandum of Understanding (redline)