



City Council Meeting Staff Report

Meeting Date: August 25, 2026

SUBJECT: Consideration and Adoption of Resolution Approving Amendments to Wheatland Personnel Rules, Section 25 (Employer-Employee Relations)

PREPARED BY: Bill Zenoni, City Manager

RECOMMENDATION:

Staff recommends that the Wheatland City Council consider adoption of a resolution approving amendments to Section 25 (Employer-Employee Relations) of the Wheatland Personnel Rules.

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 Municipal Code addresses employer-employee relations. Subsection 8 identifies policy and standards for determination of appropriate bargaining units. The language in Subsection 8 provides that "managerial, supervisory and confidential employees may only be included in a unit consisting solely of managerial, supervisory and confidential employees." The City's General Employee's Association (GEA) currently includes classifications for both supervisory and non-supervisory employees. Specifically, the Public Works Supervisor, Public Works Superintendent and Senior Accountant classifications are included the GEA bargaining unit.

The proposed amendments to Section 25 Article I subsection 2 and Article II subsection 8(f) of the Personnel Rules would remove the restriction that managerial, supervisory and confidential employees must be in a separate bargaining unit from other employees and reserves the City's right to have managerial and/or confidential employees in a separate bargaining unit if it so chooses.

This proposed revision to the Personnel Rules was reviewed with representatives of the General Employee's Association and Wheatland Police Officer's Association.

FISCAL IMPACT:

There is no fiscal impact associated with this item.

ATTACHMENTS:

A. Resolution w/Exhibit