



ORLAND CITY COUNCIL REGULAR MEETING Tuesday, August 4, 2026

CALL TO ORDER

The meeting was called to order by Mayor Barr at 5:30 PM.

ROLL CALL

Councilmembers Present: Councilmembers JC Tolle, John McDermott (arrived at 5:33 pm), Wade Elliott, Vice Mayor Alex Enriquez and Mayor Terrie Barr

Councilmembers Absent: None

Staff Present: Interim City Manager Justin Chaney, City Clerk Jennifer Schmitke, City Attorney Scott Drexel, Negotiation Attorney Greg Einhorn, Public Works Director Zach Barber, Library Director Jody Meza, Police Chief Joe Vlach, City Planner Paul Rabo, Extra City Help Janet Wackerman (present for closed session)

CITIZENS COMMENTS ON CLOSED SESSION - None

MEETING ADJOURNED TO CLOSED SESSION AT 5:31 PM

CLOSED SESSION ENDED AND RECONVENED TO REGULAR SESSION AT 6:36 PM

REPORT FROM CLOSED SESSION - *City Council met in Closed Session with City staff and City Attorney Scott Drexel to discuss conference with labor negotiators and anticipated litigation, as posted on the agenda. Pursuant to Government Code § 54957.1, Mayor Barr reported that no reportable action was taken.*

PLEDGE OF ALLEGIANCE

ORAL AND WRITTEN COMMUNICATIONS

PUBLIC COMMENTS:

Joannie Woods, Glenn County resident and downtown business owner, expressed concerns regarding the newly planted landscaping in the center divider on 4th Street. Ms. Woods noted that several of the plants appear to be dying and asked whether the City could investigate measures to save the newly planted landscaping.

Susie Smith, Glenn County resident, expressed concerns regarding City water and discussed the Glenn County Drought Resilience Plan. Vice Mayor Enriquez asked City Planner Paul Rabo if he could

provide information regarding the drought. Mr. Rabo stated that residents with questions or concerns regarding the drought should contact the Glenn Groundwater Task Force and Glenn County.

Lloyd Green, Orland resident, expressed concerns regarding City Hall being closed to the public on Mondays. Mayor Barr clarified that City staff continue to work at City Hall on Mondays; however, the doors are closed to the public to provide the limited staff an uninterrupted day to complete administrative work.

Janice Noffsinger, Orland resident, requested that the due date for the water and sewer bills be extended to the end of the month.

Kelly and Butch Fredrickson, Orland residents, provided information regarding the Associates of Vietnam Veterans of America and distributed flyers regarding upcoming community projects and events. Ms. Fredrickson announced an event scheduled to be held at the Orland Bowling Alley on September 18. Glenn County Supervisor Monica Rossman stated that the Glenn County Supervisors would put together a team if the Orland City Council wished to compete against them.

CONSENT CALENDAR

- A.** Warrant List (Payable Obligations)
- B.** Approve City Council Minutes for June 16, 2026
- C.** Approve City Council Minutes for July 21, 2026

Councilmember Elliott thanked the City Clerk for revising the June 16, 2026 meeting minutes to include important points and discussion raised by the Council during the meeting.

ACTION: Councilmember Elliott moved, seconded by Councilmember Vice Mayor Enriquez, to approve the consent calendar as presented. Motion carried by a voice vote 5-0.

PRESENTATION - City Manager Recruitment: Process & Schedule from Peckham and McKenney

Roberta Greathouse, Executive Recruiter with Peckham and McKenney, provided a presentation to the City Council regarding the City Manager recruitment process. Ms. Greathouse introduced herself and reviewed the proposed recruitment plan and schedule, discussed the interview process, and reviewed the proposed salary and benefits.

Council discussed the recruitment process and schedule. Councilmember Elliott suggested adjusting the schedule to select a new City Manager before the November election, which could result in changes to the City Council. Mayor Barr also requested consideration of moving the schedule forward one week due to her unavailability during the originally scheduled interview week.

Council agreed to hold a special meeting on October 13, 2026, to discuss the City Manager progress with Peckham and McKenney. Interviews were then scheduled for October 20, 2026, as a full day of interviews, and October 21, 2026, as a half day of interviews.

Council reviewed the proposed salary and benefits and discussed the importance of offering a competitive compensation package to attract qualified candidates. Council discussed a salary range of \$180,000 to \$210,000 and agreed that the salary should be based on the selected candidate's skills and experience.

Orland resident Earl Megginson shared his opinion regarding the City Manager recruitment and stated that the Council should ensure the incoming City Manager fully understands the responsibilities and expectations of the position. He emphasized the importance of the candidate's skills.

Orland resident Jeffrey Tolley commented on the City's comparison of City Manager salaries with the City of Colusa. Mr. Tolley stated that Colusa's City Manager holds multiple positions, which he believed contributed to the higher salary.

Rossi Dynamic News asked whether members of the community would have an opportunity to meet the candidates before a selection is made. City Attorney Scott Drexel explained that following the interviews, members of the public would have an opportunity to ask the Council questions regarding the candidates.

Ms. Smith commented that she had conducted salary comparisons with communities of similar populations and stated that the selected candidate should have the strength and experience necessary to lead the City.

Council reiterated that the salary offered to the selected candidate would be based on the candidate's skills and experience.

ADMINISTRATIVE BUSINESS

Approval of Professional Services Agreement with Regional Government Services Authority (RGS) for Finance Support Services

Interim City Manager Justin Chaney presented a staff report regarding an agreement with Regional Government Services Authority (RGS) to provide professional finance support services due to the vacancy in the Finance Director position. Mr. Chaney explained that the temporary support is needed to maintain continuity of financial operations and compliance with budgeting, payroll, auditing, and financial reporting requirements while recruitment for a permanent Finance Director continues.

Mr. Chaney reviewed the services to be provided by RGS, including budget development and review, reconciliations, year-end closing, audit coordination, financial reporting and analysis, payroll and benefits guidance, and expenditure review. The agreement would be effective July 1 through December 31, 2026, with a not-to-exceed amount of \$132,000 and an option to continue on a month-to-month basis if needed.

Mr. Chaney reviewed the fiscal impact and stated that approximately \$106,000 is available from savings associated with the vacant Assistant City Manager position and unused Fire Chief salary. Remaining costs would be funded from the General Fund reserve.

Councilmembers stated that they had received written public comment regarding the Professional Services Agreement for Finance Support Services. The comment was distributed to all Councilmembers and will be entered into the public record.

Orland resident Erin Pasero expressed concerns regarding the City's decision not to publicly advertise the finance position.

Council discussed the cost of continuing to utilize Regional Government Services Authority (RGS) for finance support and agreed that the City could not continue relying on RGS at the current level of expense. Council discussed the potential consequences of reducing or discontinuing finance support services, including the risk of slowing financial operations or falling behind on required financial responsibilities.

Council discussed maintaining RGS services for certain critical functions while a new City finance employee becomes established in the position. Council agreed that having finance services handled in-house would be the best long-term approach. Following discussion, Council agreed to continue the RGS contract at this time while the City transitions toward establishing in-house finance support.

ACTION: Councilmember Tolle moved, seconded by Councilmember McDermott, to approve the Professional Services Agreement between the City of Orland and the Regional Government Services Authority (RGS) for Finance Support Services in an amount not to exceed \$132,000 through December 31, 2026, and authorized the appropriate City officials to execute the agreement. Motion carried by a voice vote 5-0.

Resolution Establishing the Classification of Director of Finance; Adopting the Class Specification and Salary Range; Approving a Mid-Term Side Letter of Agreement with UPEC Local 792 acknowledging the position is outside the Mid-Management Unit.

Interim City Manager Justin Chaney presented the staff report recommending establishment of a Director of Finance classification, including the class specification and salary range, an amendment to the City salary schedule, and acknowledgment of a Mid-Term Side Letter of Agreement with United Public Employees of California, Local 792.

Mr. Chaney explained that the City intends to transition finance services from Regional Government Services (RGS), which has provided services since April 2025, back to an in-house position. The Director of Finance will be a confidential management position outside the bargaining units and will also serve as the City's risk manager and technology coordinator. Treasury functions will remain assigned to a separate employee.

Mr. Chaney stated that a qualified local candidate had been identified and could begin immediately, eliminating the need for a formal recruitment process. The anticipated salary is \$120,000 under a one-year employment agreement. The position is expected to be funded through existing appropriations and savings from discontinuing the outside finance contract.

Ms. Noffsinger asked whether the City's missing funds identified during the budget process had been located.

Mr. Drexel provided an oral summary of the proposed position and clarified that a side letter was not required because the position is unrepresented.

Councilmembers thanked Mr. Chaney for initiating the search and moving the process forward. Council discussed the proposed salary and emphasized the need for a qualified finance professional to work in-house at City Hall.

ACTION: Councilmember Elliott moved, seconded by Vice Mayor Enriquez to approve Resolution 2026-12 establishing the classification of Director of Finance, adopting the class

specification and salary range, amending the City salary schedule accordingly. Motion carried by a voice vote 5-0.

Employment Agreements: Chief of Police and Fire Chief

Labor Negotiator Greg Einhorn presented the proposed three-year employment agreements for Police Chief Raymond Joseph Vlach and Fire Chief Justin Chaney, covering July 1, 2026 through June 30, 2029.

The Police Chief agreement provides for annual salaries of \$135,000, \$137,500, and \$140,000 for fiscal years 2026-27 through 2028-29, respectively, and continues existing benefits.

The Fire Chief agreement provides a 5% salary increase to \$121,025 for FY 2026-27, retroactive to July 1, 2026. Future salary adjustments will be subject to annual performance review and Council approval.

Following discussion, the City Council approved both three-year employment agreements, with execution subject to City Attorney review as to form.

Councilmember Elliott thanked both Chiefs for their service to the community.

ACTION: Councilmember Elliott moved, seconded by Councilmember Tolle, to 1. Approve the Employment Agreement between the City of Orland and Raymond Joseph Vlach as Chief of Police, to be executed by the City Manager on behalf of the City; and 2. Approve the Employment Agreement between the City of Orland and Justin Chaney as Fire Chief, and designate the mayor of the City Council to execute that Agreement on behalf of the City. Motion carried with a voice vote 5-0.

Authorization to Utilize Measure J Funds for Citywide Sidewalk ADA Compliance and Trip Hazard Repairs

Director of Public Works Zach Barber presented a request to allocate \$300,000 in Measure J funds for citywide sidewalk repairs to address pedestrian trip hazards and improve ADA accessibility.

Mr. Barber explained that the City's sidewalk network was previously evaluated by Precision Concrete LLC, which developed a prioritized repair plan identifying trip hazards and ADA accessibility deficiencies. Staff recommended utilizing the existing assessment to prioritize repairs rather than conducting a new citywide assessment.

Ernesto Martinez, Alexis Renteria, and Mike Zaro of Precision Concrete LLC presented an overview of the proposed project area and scope of work. They reviewed estimated costs, provided before-and-after examples of sidewalk repairs, discussed the benefits and risks associated with addressing sidewalk deficiencies, and presented the company's ADA management services.

The project will focus on improving pedestrian safety, ADA compliance, and reducing potential liability associated with hazardous sidewalk conditions. The work will be funded entirely through Measure J funds, with no General Fund impact. Staff will ensure all applicable CEQA requirements are satisfied prior to implementation.

Vice Mayor Enriquez asked whether there were trees in Orland that were at risk and may need to be removed. The representative stated that there were a few trees at risk and that Precision Contracting could return to the City Council with a list of those trees.

Vice Mayor Enriquez also asked who verifies the ADA cuts made to the sidewalks. The representative explained that a supervisor conducts a final measurement to verify that the ADA slope is compliant.

Orland resident Ron Lane stated that he walks throughout the community and had noticed that sidewalk grinding was effective. He asked clarifying questions regarding sidewalks that had already been ground down and whether older, steep driveway slopes were included in the assessment. The representative explained that the assessment focused on sidewalk lifts and trip hazards.

Orland resident Kristi Rumble asked whether roots that had lifted sidewalks would be removed. The representative explained the process for addressing roots associated with sidewalk repairs.

Mr. Drexel recommended that the City Council take no formal action at this time and instead provide direction to staff to develop the terms of the request for bids, as the work would be required to go out to bid.

Following discussion, the City Council thanked Precision Contracting for its presentation and directed staff to create the RFP and follow the formal process.

Annual Review and Possible Adjustment to Maintenance District Assessments

City Engineer Paul Rabo presented the annual review of Maintenance Assessment District (MAD) assessments for Fiscal Year 2026-2027. He explained that MAD assessments fund the operation and maintenance of facilities such as storm drainage, streetlights, landscaping, and irrigation. Staff recommended a 5.0% increase in assessment fees based on the Consumer Price Index to address rising labor and material costs. The increase is expected to generate approximately \$144,088. Following discussion, the City Council authorized the Mayor to sign Resolution No. 2026-11 approving the FY 2026-2027 MAD assessment fees for submission to the Glenn County Auditor.

Council discussed the annual review and briefly reviewed the types of daily maintenance projects performed within each Maintenance Assessment District (MAD). Councilmembers asked how the costs for each district are determined. Mr. Rabo explained that, with the implementation of the City's new software system, staff is learning to more accurately track expenses, salaries, maintenance costs, and revenues associated with each district.

Council also asked whether assessment revenues are deposited directly into the respective MAD accounts. Mr. Rabo stated that he was aware of a dedicated MAD fund but was unsure how funds were allocated among the individual districts. Council agreed that the new Finance Director would assist in reviewing and organizing the fund accounts for each MAD.

ACTION: Councilmember Elliott moved, seconded by Councilmember Tolle, to authorize the Mayor to sign Resolution 2026 -11 for submittal to the Glenn County Auditor. Motion carried by a voice vote 5-0.

Appointment of an Ad Hoc Committee to Review the Glenn County Property and Sales Tax Revenue Sharing Agreement

Interim City Manager Justin Chaney presented the staff report recommending the appointment of two Councilmembers to an Ad Hoc Committee to work with Glenn County regarding the 2015 Property and Sales Tax Revenue Sharing Agreement for the Westside (Travel Plaza) Annexation area. The committee will review the existing agreement, meet with County representatives regarding potential revisions, and provide recommendations to City staff and the City Council. The committee will serve in an advisory capacity, with any proposed amendments or new agreement subject to future City Council consideration and approval.

Councilmembers McDermott and Elliott volunteered to serve on the Ad Hoc Committee.

ACTION: Mayor Barr moved, seconded by Vice Mayor Enriquez, to appoint Councilmembers McDermott and Elliott to serve on the Ad Hoc Committee to work with Glenn County representatives regarding the Property and Sales Tax Revenue Sharing Agreement for the Westside (Travel Plaza) Annexation area. Motion carried by a voice vote 5-0.

City Manager Verbal Report

Interim City Manager Chaney reported that City staff is making progress and morale at City Hall has improved. He stated that staff is focused on moving forward and improving operations. Mr. Chaney expressed hope that City Hall will be fully staffed by the end of August, allowing the City to resume being open on Mondays.

City Council Communications and Reports

- **Councilmember Elliott** stated that the City Council is working well together and announced his intention to run for a two-year term in the November election.
- **Mayor Barr** requested that the City explore providing additional water to the center flower boxes along Fourth Street. Public Works Director Barber provided information regarding the flower boxes. Mayor Barr also requested an update on closing the Fiscal Year 2025-2026 budget.
- **Councilmember McDermott** had nothing to report.
- **Councilmember Tolle** thanked Chief Chaney and City staff for their work and shared that he participated in a field trip to the recycling center with Waste Management.
- **Councilmember Enriquez** had nothing to report.

MEETING ADJOURNED 8:45 PM

Jennifer Schmitke, City Clerk

Terrie Barr, Mayor