



# REGULAR CITY COUNCIL MEETING Agenda

October 14, 2025 at 6:00 PM

Wheatland Community Center: 101 C Street, Wheatland, CA 95692

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City Council meetings are held in-person and are no longer available via ZOOM.

In compliance with the Americans with Disabilities Act, if you are a disabled person and you need a disability-related modification or accommodation to participate in this meeting, please contact City Hall at (530) 633-2761 or (530) 633-9102 (fax). Requests must be made as early as possible and at least one full business day before the start of the meeting.

## 1. OPENING MATTERS

- 1.1 Call to Order and Roll Call
- 1.2 Pledge of Allegiance to the Flag

## 2. PUBLIC COMMENT

At this time, the public is permitted to address the City Council on non-agendized items. **COMMENTS SHOULD NOT EXCEED THREE (3) MINUTES.** In accordance with State Law, however, no action or discussion may take place on any item not appearing on the posted agenda. The Council may respond to statements made or questions asked or may request Staff to report back at a future meeting concerning the matter. Any member of the public may contact the City Clerk's Office related to the proper procedure to place an item on a future City Council agenda. The exceptions under which the Council **MAY** discuss and/or act on items not appearing on the agenda are contained in Government Code §54954.2(b) (1) (2) (3)

## 3. CONSENT CALENDAR

- [3.1](#) Minutes from the Regular City Council Meeting of September 9, 2025
- [3.2](#) Minutes from the Special City Council Meeting of September 16, 2025
- [3.3](#) Consideration and Adoption of Resolution Approving the Transfer of Funds from the Caliterra Impact Fee Fund to the Sewer Collection Impact Fee Fund

## 4. PUBLIC HEARING

## 5. PRESENTATIONS

## 6. REGULAR CALENDAR

- [6.1](#) Consideration and Adoption of Resolution Approving an Amended Wheatland Police Officers Association Memorandum of Understanding
- [6.2](#) Budget Status Report

**7. REPORTS**

**8. CLOSED SESSION**

**8.1** Conference with Legal Counsel - Anticipated Litigation (Government Code Section 54956.9): 1 Case

**8.2** Public Employment (California Government Code Section 54957) Titles: Police Chief, Public Works Director, City Manager.

**9. ADJOURN**

Any writings or documents provided to a majority of the Wheatland City Council after distribution of the agenda packet are available for public inspection on the City's website, [www.wheatland.ca.gov](http://www.wheatland.ca.gov)

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# REGULAR CITY COUNCIL MEETING

## Minutes

September 09, 2025, at 6:00 PM

Wheatland Community Center: 101 C Street, Wheatland, CA 95692

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### 1. OPENING MATTERS

#### 1.1 Call to Order and Roll Call

##### PRESENT

- Mayor Angela Teter
- Vice Mayor Lisa McIntosh
- Council Member Bob Coe
- Council Member Brian Abe
- Council Member John Abe

##### OTHERS PRESENT

- City Manager Bill Zenoni
- City Engineer Dane Schilling

#### 1.2 Pledge of Allegiance to the Flag

### 2. PUBLIC COMMENT

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### 3. CONSENT CALENDAR

#### 3.1 Minutes from the regular City Council Meeting on August 26, 2025

- 3.2 Consideration and Adoption of Resolution Canceling the Regular City Council Meetings of September 23, 2025, November 11, 2025, and December 23, 2025
- 3.3 Consideration and Adoption of Resolution Authorizing Execution of Amendment No.1 to the Agreement with Kirk Rekers for Interim Police Chief Services
- 3.4 Investment Report for the Quarter Ended June 30, 2025

Motion made by Council Member B. Abe, Seconded by Council Member J. Abe to **approve minutes of the regular City Council Meeting on August 26, 2025; Resolution No. 43-25 Cancelling the Regular City Council Meeting of September 23, 2025, November 11, 2025, and December 23, 2025; Resolution No. 44-25 Authorizing Execution of Amendment No. 1 to the Agreement with Kirk Rekers for Interim Police Chief Services and the Investment Report for the Quarter Ended June 30, 2025.**

**Voting Yea: Mayor Teter, Vice Mayor McIntosh, Council Member Coe, Council Member Abe, Council Member Abe**

#### 4. REGULAR CALENDAR

- 4.1 Consideration and Adoption of Resolution Amending the Project Construction Budget, Authorizing Change Order No. 1, Accepting the Project Improvements and Directing the Filing of a Notice of Completion for the Advanced Metering Infrastructure 6-Inch Water Service Meter Installation Project

City Engineer Dane Schilling presented the staff report for consideration and adoption of a resolution, authorizing change order No.1, accepting the project improvements, and directing the filing of a Notice of Completion for the Advanced Metering Infrastructure 6-Inch Water Service Meter Installation Project. On April 23, 2025, the project was advertised and an informal bid process. Ten contractors were invited to submit a bid. On May 5th two bids were received, both several times higher than the engineer's estimate. Staff continued to invite contractors to bid, as of May 30th two additional bids were submitted. On June 10, 2025, the City Council approved award of the construction contract to the low-bidder, LaFleur Engineering, Inc. There has been one change order. The City Engineer and Public Works Department have inspected the improvements and deemed them complete and constructed in accordance with the construction contract for the project.

Motion was made by Council Member J. Abe, Seconded by Council Member R. Coe to **adopt Resolution No. 42-25 Amending the Project Construction Budget, Authorizing Change Order No. 1, Accepting the Project Improvements and Directing the Filing of a Notice of Completion for the Advanced Metering Infrastructure 6-Inch Water Service Meter Installation Project.**

**Voting Yea: Mayor Teter, Vice Mayor McIntosh, Council Member Coe, Council Member Abe, Council Member Abe**

#### 5. REPORTS - None

#### 6. CLOSED SESSION

Council adjourned to the Closed Session portion of meeting at 6:40 p.m.

Council reconvened to the regular portion of the meeting at 8:10 p.m. stating no reportable action from closed session.

- 6.1 Public Employment (California Government Code Section 54957) Titles: Police Chief, City Manager
- 6.2 Conference with Labor Negotiator (California Government Code Section 54957.6). City Designated Representative: Bill Zenoni, City Manager. Employee Organization: Wheatland Police Officers Association

**7. ADJOURN**

There being no further business, Mayor Angela Teter adjourned the meeting at 8:10 p.m.

\_\_\_\_\_  
Angela Teter, Mayor

ATTEST:

\_\_\_\_\_  
Lisa J. Thomason, City Clerk

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# Special City Council Meeting Minutes

September 16, 2025, at 5:30 PM

Wheatland Community Center: 101 C Street, Wheatland, CA 95692

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## 1. OPENING MATTERS

1.1 Call to Order and Roll Call

### PRESENT

- Mayor Angela Teter
- Vice Mayor Lisa McIntosh
- Council Member Bob Coe
- Council Member Brian Abe
- Council Member John Abe

## 2. CLOSED SESSION

Meeting adjourned to the closed session portion of the meeting at 5:32 p.m.

2.1 Conference with Labor Negotiator (California Government Code Section 54957.6.) City Designated Representative: Bill Zenoni, City Manager. Employee Organization: Wheatland Police Officers Association.

Closed Session returned to the regular portion of the meeting at 5:50 p.m.

No reportable action

## 3. ADJOURN

There being no further business, Mayor Angela Teter adjourned the meeting at 5:50 p.m.

\_\_\_\_\_  
Angela Teter, Mayor

ATTEST:

\_\_\_\_\_  
Lisa J. Thomason, City Clerk

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# City Council Meeting Staff Report

Meeting Date: October 14, 2025

**Subject:** Consideration and Adoption of Resolution Approving the Transfer of Funds from the Caliterra Impact Fee Fund to the Sewer Collection Impact Fee Fund

**Prepared By:** Susan Mahoney, Finance Director

**Recommendation:** Staff recommends that the Wheatland City Council consider adoption of a resolution approving the transfer of funds from the Caliterra Impact Fee Fund to the Sewer Collection Impact Fee Fund in the amount of \$216,283.

**Discussion:** In 2009, a traffic signal was installed at the corner of Highway 65 and Main Street. Developers whose projects benefited from the traffic signal were billed for a portion of the signal cost. All developers paid their allocated share of the traffic signal cost except for Trivest Land Co. The amount due from Trivest was advanced by the Sewer Collection Impact Fee Fund.

In 2011, Trivest entered into an agreement with the City to repay the Sewer Collection Impact Fund by assessing an impact fee on future residential development on a property south of Roddan Lane owned by Weststar Land Holdings. In 2020, Weststar sold this property to the Bishop family, and it is now part of the Bishop's Pumpkin Farm ag-tourism business. The opportunity to charge an impact fee to pay for Trivest's portion of the signal cost is no longer available. Funding for repayment to the Sewer Collection Impact Fund is available in the Caliterra Impact Fee Fund. These funds are available for any use designated by the City Council.

The City of Wheatland Finance Committee, made up of Vice Mayor Lisa McIntosh and Councilmember John Abe, met with staff on October 6, 2025 to discuss this recommended fund transfer. The Finance Committee concurred with staff's recommendation.

**Fiscal Impact:** The balance in the Caliterra Impact Fee Fund is \$2,766,803. This fund can be used at the discretion of Council.

**Attachment:**  
Resolution

**WHEATLAND CITY COUNCIL  
RESOLUTION NO. XX-25**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WHEATLAND  
APPROVING THE TRANSFER OF FUNDS FROM THE CALITERRA IMPACT FEE  
FUND TO THE SEWER COLLECTION IMPACT FEE FUND**

**WHEREAS**, the City Council, in 2009, approved an inter-fund loan from the Sewer Collection Impact Fee Fund to fund costs associated with installation of a traffic signal at the corner of State Route 65 and Main Street; and

**WHEREAS**, a portion of the loaned funds were repaid by various development projects with the exception of the amount owed from planned development of the former Rodden Ranch property; and

**WHEREAS**, the Rodden Ranch property has been sold with no plans for future residential development; and

**WHEREAS**, the current amount owed to the Sewer Collection Impact Fee Fund is \$216,823; and

**WHEREAS**, funds are available in the Caliterra Impact Fee Fund to repay the amount owed to the Sewer Collection Impact Fee Fund and this is an appropriate use of those funds.

**NOW, THEREFORE, BE IT RESOLVED AND DETERMINED** by the City Council of the City of Wheatland that:

- A. The foregoing recitals are true and correct.
- B. The City Council of the City of Wheatland hereby approves the transfer of \$216,823 from the Caliterra Impact Fee Fund to the Sewer Collection Impact Fee Fund.

**PASSED AND ADOPTED** by the City Council of City of Wheatland on this 14<sup>th</sup> day of October 2025, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

APPROVED:

\_\_\_\_\_  
Angela Teter, Mayor

ATTEST:

\_\_\_\_\_  
Lisa Thomason, City Clerk



# 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

**WHEATLAND CITY COUNCIL  
RESOLUTION NO. XX-25**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WHEATLAND  
APPROVING AN AMENDED POLICE OFFICERS ASSOCIATION MEMORANDUM  
OF UNDERSTANDING**

**WHEREAS**, the Wheatland Police Officers Association Memorandum of Understanding (MOU) covered the time period of July 1, 2023, to June 30, 2025, and has expired; and

**WHEREAS**, the City’s Labor Negotiator has completed negotiations with the Wheatland Police Officers Association representative to amend the MOU; and

**WHEREAS**, the proposed amended MOU covers the period of July 1, 2025, to June 30, 2027; and

**WHEREAS**, all such edits in the proposed amended MOU shall be retroactive to July 1, 2025; and

**WHEREAS**, the City Council of the City of Wheatland must approve all of the proposed changes to adopt the amended MOU.

**NOW, THEREFORE, BE IT RESOLVED AND DETERMINED** by the City Council of the City of Wheatland that:

- A. The foregoing recitals are true and correct.
- B. The City Council of the City of Wheatland hereby approves the attached Wheatland Police Officers Association Memorandum of Understanding as amended.
- C. The City Council directs the City Manager to execute the Wheatland Police Officers Association Memorandum of Understanding.

**PASSED AND ADOPTED** by the City Council of City of Wheatland on this 14<sup>th</sup> day of October 2025, by the following vote:

- AYES:
- NOES:
- ABSTAIN:
- ABSENT:

APPROVED:

\_\_\_\_\_  
Angela Teter, Mayor

ATTEST:

\_\_\_\_\_  
Lisa Thomason, City Clerk

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF WHEATLAND  
AND THE WHEATLAND POLICE OFFICERS  
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 Police Officers Association ("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 non-supervisory employees in the sworn Police Employees Unit for the purpose of establishing salaries, wages, hours and working conditions. The Sworn Police Employees 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. 4 percent (4%) 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 WPOA with 5 years of full-time service shall receive a 5% increase in Base Pay for Longevity on the anniversary of the Officers 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.

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 classifications 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.

5.0% of base pay shall be provided to represented officers at the rank of Corporal for hours worked actively performing the duties of a Field Training Officer during the duration of that service.

3% incentive pay for officers serving as a School Resource Officer (SRO) for hours worked actively performing the duties of the SRO.

Effective retroactive to July 1, 2025, 3% incentive of base pay for officers below the rank of Corporal designated as a Field Training Officer for hours worked actively performing the duties of a Field Training Officer.

Effective retroactive to July 1, 2025, an additional 2% of base salary will be paid for any hours worked during a graveyard shift between the hours of 7:00 pm and 7:00 am.

**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.

**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 represented regular employee's base pay matching a 3% represented regular employee contribution towards a retirement plan sponsored by Mission Square (formerly ICMA). The City's contribution shall not be made if the represented regular employee is not contributing the 3% match.

Section 4: The City continues to agree to the amendment to the contract with Mission Square (formerly ICMA) regarding the terms of the Money Purchase Plan contract (the section 401a plan) that is currently in effect. The amendment shall be that represented regular 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 payments for natural death with additional benefits paid for accidental death and dismemberment. The amount of 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.

**ARTICLE XIII – TIME FOR ASSOCIATION BUSINESS**

Represented employees shall be allowed a reasonable amount of time to meet with their Association representative(s) on POA 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 - 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 XV – CALL BACK PROVISIONS:**

Represented employees who have completed their scheduled work shift by more than 30 minutes; are on a normal shift off; or are on paid leave and are called back to work by the Chief or any superior officer shall be eligible for Call Back pay. Hours worked under a callback assignment shall be paid at the time and one-half rate for all hours worked, with a minimum call back of two (2) hours.

Should any represented employee in the classification of Corporal, 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 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 a Sergeant or 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 - 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 XVIII - 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 XIX, 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 XIX, 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 XIX, Prohibited conduct, Section 1.

**ARTICLE XIX - 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 XVIII, 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 XX – 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 XXI - 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 XXII - 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 XXIII - 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 XXIV - 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 XXV - SEPARABILITY:**

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

**ARTICLE XXVI - FULL FORCE EFFECT**

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

**ARTICLE XXVII - TERM OF MEMORANDUM OF UNDERSTANDING:**

The term of this MOU 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 XXVIII - 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 14<sup>th</sup> day of October 2025.

CITY OF WHEATLAND

WHEATLAND POLICE OFFICERS  
ASSOCIATION

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

\_\_\_\_\_  
Thomas Munson  
Position \_\_\_\_\_

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

# Attachment A

# Salary Ranges

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

Classifications	FY 2024-2025					FY 2025-2026					
	Range	Step 1	Step I	Step II	Step III	Hrly	Step II	Step III	Step IV	Step V	Hrly
Police Officer,	14a	5,006.66	5,357.13	5,624.98	5,906.23	34.07	32.45	34.07	35.78	37.57	35.78
Police Corporal	17a	5,391.78	5,769.20	6,057.67	6,360.55	36.70	34.95	36.70	38.53	40.46	38.53

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

Classifications	FY 2025-2026					FY 2026-2027					
	Range	Step 1	Step I	Step II	Step III	Hrly	Step II	Step III	Step IV	Step V	Hrly
Police Officer,	14a	5,357.13	5,517.84	5,793.74	6,053.42	35.10	33.43	35.10	36.85	38.69	36.85
Police Corporal	17a	5,769.20	5,942.28	6,239.39	6,551.36	37.80	36.00	37.80	39.69	41.67	39.69

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

## CITY COUNCIL MEETING STAFF REPORT October 14, 2025

**SUBJECT:** Budget Status Report

**PREPARED BY:** Susan Mahoney, Finance Director

### Recommendation

Receive and file this Budget Status Report for the fiscal year (FY) ended June 30, 2025 and the quarter ended September 30, 2025.

### Background

The FY 2025-26 budget was adopted by the City Council on June 10, 2025. The budget included:

- Proposed FY 2025-26 revenue and expenses for all funds. A discussion of financial activity for the first three months of FY 2025-26, July 1 through September 30, 2025 is included in this report.
- Projected FY 2024-25 revenue and expenses based on 10 months of fiscal activity. Final numbers for FY 2024-25 are now available and a discussion follows. An independent auditing firm will audit these numbers and a report will be presented to Council in December.

### Discussion FY 2024-25

#### General Fund

General Fund revenues for FY 2024-25 totaled \$3,566,600 which is \$133,428 over the adopted budget. One-time revenue and new construction-related revenue helped to offset the significant drop in transaction sales tax revenue.

REVENUES	Actual	Budget	Over/(Under)	
Property Related Taxes	\$1,053,341	\$990,446	\$62,895	New Homes
Sales Tax	382,617	381,100	1,517	
Transaction Sales Tax	548,456	730,168	(181,712)	½ cent on purchases in & outside the City
Excise Tax	144,781	100,000	44,781	Tax on new construction
Administrative Fees	27,749	0	27,749	Fee on development related projects
Recovery of Labor Costs	189,985	103,000	86,985	One-time 401a reimbursement
Interest	103,770	95,000	8,770	
Other	1,115,901	1,033,458	82,443	One-time reimbursements
<b>REVENUE TOTALS</b>	<b>\$3,566,600</b>	<b>\$3,433,172</b>	<b>\$133,428</b>	

General Fund expenditures for FY 2024-25 totaled \$3,264,543 which is \$124,350 under the budgeted amount. All departments spent less than budgeted with the exception of Administration and Public Works. In the Administration Department, legal fees were double the budgeted amount. Staff changes in the Public Works Department created the need for temporary additional staffing.

EXPENSES	Actual	Budget	Over/(Under)	
Council	\$28,386	\$39,642	(\$11,256)	
Administration	520,439	467,188	53,251	Legal Fees
Finance	135,761	164,492	(28,731)	
Community Development	227,226	279,912	(52,686)	
Police	1,581,014	1,669,856	(88,842)	
Fire	307,804	307,804	0	
Public Works	100,294	94,012	6,282	Staff Changes
Parks	149,893	152,261	(2,368)	
Replacement Funds	100,000	100,000	0	
Streets and Roads	75,290	75,290	0	
Lighting & Landscape	38,436	38,436	0	
<b>EXPENSE TOTALS</b>	<b>\$3,264,543</b>	<b>\$3,388,893</b>	<b>(\$124,350)</b>	

The General Fund unaudited net income for FY 2024-25 is \$302,057. This amount is \$257,778 over budgeted net income. The amount over budget is mainly due to one-time revenues related to building activity and recovery of labor costs. The Fund ended the fiscal year with an unreserved fund balance totaling \$953,546, an increase of \$164,284 over the previous fiscal year. The fully funded economic uncertainty reserve (40% of expenses) is \$1,305,817, the transaction sales tax reserve is \$401,858, and the insurance reserve is \$30,000. The total FY 2024-25 ending fund balance for the General Fund is \$2,691,221.

Unreserved Fund Balance	\$953,546
Economic Uncertainty Reserve	1,305,817
Transaction Sales Tax Reserve	401,858
Insurance Reserve	30,000
<b>TOTAL</b>	<b>\$2,691,221</b>

Enterprise Funds

The Water and Wastewater (Sewer) operating funds report net position rather than fund balance. The net position amount includes capital assets less accumulated depreciation. Accumulated depreciation is the estimated amount needed for major maintenance, repair and eventual replacement of the existing assets in the fund.

The FY 2024-25 Water Fund net position increased \$330,113 which is \$303,206 over the budgeted amount. The Water Fund net position on June 30, 2025, is \$2,440,679. This amount does not cover accumulated depreciation for this fund totaling \$3,762,730.

The FY 2024-25 Wastewater net position increased \$255,916 which is \$277,351 over the budgeted amount. The Wastewater Fund net position on June 30, 2025, is \$1,531,413. This amount does not cover accumulated depreciation for this fund totaling \$5,426,218.

Other Funds

Other City funds include Special Revenue Funds, Impact Funds, and Project Funds. The revenue accounted for in Special Revenue Funds and Impact Funds is restricted as to how it can be spent. Project Funds generally account for the revenue and expenses associated with large projects such as the Drinking Water Project and the Regional Sewer Pipeline Project, community development projects, and grants. All of these funds were generally within their budgeted amounts with the following exceptions:

- Impact Funds – Revenue in these funds is typically not budgeted due to the uncertainty of building activity. In FY 2024-25 the City received impact fee revenue due to home construction in the Caliterra subdivision, the Wheatland Senior Apartments, and a storage unit facility.
- Wheatland Road Complete Streets Fund was under budget due to the deferral of construction projects.

**Discussion FY 2025-26, Quarter Ended September 30,2025**

**General Fund**

The General Fund receives property tax revenue in December and January each fiscal year, therefore, no property tax revenue has been received as of the end of September. Sales tax revenue is received monthly, generally about two months after the tax is received by the State. As of September 30, 2025, we have received the July sales tax payment which is slightly below the projected budget. All other General Fund revenues are normal for this quarter.

General Fund expenses show no extraordinary costs for the quarter.

**Enterprise Funds**

Water and sewer utility revenue is on target with budget.

Water expenses are on target with budget except for Bank Charges. The bank charges a fee for processing credit card and online payments. This fee continues to increase as more customers are using our online payment system. Staff is researching ways to reduce this fee.

Sewer expenses are also on target with budget except for Bank Charges, Equipment Rental, and Small Equipment. Bank charges are split between the Water and Sewer Fund so the reason for the excess costs is the same for both funds. Equipment Rental is over budget due to a pump rental when the sewer lift station pumps failed. Small Equipment is over budget due to necessary purchase of an auto dialer. An auto dialer notifies the City when a lift station has failed.

**Other Funds**

As of September 30, 2025, the revenue and expenses for all other funds are in line with budget projections.

**Fiscal Impact**

There are no fiscal impacts from receiving and filing this report.

**Attachments**

None