



REGULAR CITY COUNCIL MEETING Agenda

December 09, 2025 at 6:00 PM

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

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](#) Receipt of Community Facilities District 2015-1 Special Tax and Bond Accountability Report, Fiscal Year 2024-25

[3.2](#) Consideration and Adoption of Resolution Approving the Salary Table for Fiscal Years 2025-26 and 2026-27

[3.3](#) Consideration and Adoption of Resolution Authorizing Execution of Amendment No.3 to the Employment Agreement with Susan Mahoney for Interim Finance Director Services

[3.4](#) Consider Adoption of Resolution Authorizing the Third Amendment to the Employment Agreement with Bill Zenoni for City Manager Services

[3.5](#) Consideration and Adoption of Resolution Accepting the Work Performed by LaFleur Engineering, Inc. and Authorizing the City Manager to File a Notice of Completion for Construction of the PG&E Distribution Line Relocation Project

4. PRESENTATIONS

4.1 Proclamation of the City of Wheatland Recognizing the Public Service and Retirement of Lisa Thomason as Wheatland City Clerk

4.2 Ceremonial Swearing-In of Police Chief Michael Garlock

5. REGULAR CALENDAR

5.1 Consideration and Adoption of Resolution Accepting the Work Performed by VSS International for the Construction of the 2025 Pavement Maintenance Project, Authorizing a Budget Amendment and Authorizing the Filing of a Notice of Completion

6. REPORTS

7. ADJOURN

Adjourn to the annual Regular Meeting of the City of Wheatland Financing Corporation

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

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GOODWIN CONSULTING GROUP

**CITY OF WHEATLAND
COMMUNITY FACILITIES DISTRICT NO. 2015-1
(WHEATLAND PUBLIC SERVICES)**

**SPECIAL TAX AND BOND ACCOUNTABILITY REPORT
(SENATE BILL 165)**

FISCAL YEAR 2024-25

November 20, 2025

City of Wheatland
Community Facilities District No. 2015-1
Special Tax and Bond Accountability Report

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Appendix A – Special Taxes Levied and Expended

I. INTRODUCTION

On September 18, 2000, former Governor Gray Davis signed Senate Bill 165 which enacted the Local Agency Special Tax and Bond Accountability Act. In approving the bill, the Legislature declared that local agencies need to demonstrate to the voters that special taxes and bond proceeds are being spent on the facilities and services for which they were intended. To further this objective, the Legislature added Sections 50075.3 and 53411 to the California Government Code setting forth annual reporting requirements relative to special taxes collected and bonds issued by a local public agency.

The City of Wheatland (“City”) has levied special taxes in a community facilities district (“CFD”) in fiscal year 2024-25. This report serves to satisfy the annual reporting requirements described above for the CFD listed in the table below.

**City of Wheatland
Required SB 165 Reports for the Community Facilities District
Fiscal Year 2024-25**

CFD Name	Report for GC §50075.3 Required	Report for GC §53411 Required
CFD No. 2015-1 (Wheatland Public Services)	Yes	No

II. SENATE BILL 165 REPORTING REQUIREMENTS

Pursuant to Sections 50075.3 and 53411, the chief fiscal officer of the public agency will, by January 1, 2002, and at least once a year thereafter, file a report with the governing body setting forth the following information.

Section 50075.3

Item (a): Identify the amount of special taxes that have been collected and expended.

See Table in Appendix A for CFD No. 2015-1.

Item (b): Identify the status of any project required or authorized to be funded by the special taxes.

See Table in Appendix A for CFD No. 2015-1. The authorized services to be funded from special taxes are described in Section III of this Report for CFD No. 2015-1.

Section 53411

Item (a): Identify the amount of bonds that have been collected and expended.

N/A

Item (b): Identify the status of any project required or authorized to be funded from bond proceeds.

N/A

III. AUTHORIZED SERVICES

CFD No. 2015-1 (Wheatland Public Services)

Authorized Services

The Resolution of Formation authorizes CFD No. 2015-1 to fund certain services within the CFD. The authorized services to be funded, in whole or in part, from special taxes include all direct and incidental costs related to providing public services and maintenance, operation, repair, or replacement of public infrastructure within the Wheatland area, including the area initially included in the CFD, as well as any future annexation area of the CFD and areas adjacent to the foregoing. More specifically, the services may include, but not be limited to: (i) police protection services; (ii) fire protection and suppression services; (iii) ambulance and paramedic services; (iv) maintenance of roads and roadways; (v) storm protection services; (vi) the maintenance, repair, and replacement of parks and landscaping in public areas and in the public right of way along public streets, and (vii) any other public services authorized to be funded under Section 53313 of the California Government Code that are not already funded by another community facilities district on the property within the CFD.

APPENDIX A

Special Taxes Levied and Expended

**City of Wheatland
Community Facilities District No. 2015-1
(Wheatland Public Services)**

Special Taxes Levied and Expended
(As Required by CA Govt. Code Section 50075.3)

Fiscal Year 2024-25 Revenues	
FY 2024-25 Special Tax Levied	\$145,537
Delinquent Amount as of 07/15/2025	<u>(\$502)</u>
FY 2024-25 Special Tax Collected	\$145,035

Fiscal Year 2024-25 Expenditures	
Services Costs	\$88,292
Administrative Expenses	\$6,529
Contingency Reserve	<u>\$50,214</u>
Total	\$145,035

Status of Project	
Special tax revenues were used to: (i) pay for the costs of providing the authorized services and (ii) pay for the costs of administering the CFD. Provision of the authorized services is ongoing.	

Goodwin Consulting Group, Inc.



City Council Meeting Staff Report

Meeting Date: December 9, 2025

Subject: Receipt of Community Facilities District 2015-1 Special Tax and Bond Accountability Report, Fiscal Year 2024-25

Prepared By: Susan Mahoney, Finance Director

Recommendation: Receive and file the CFD 2015-1 Special Tax and Bond Accountability Report for the fiscal year 2024-25.

Discussion: Pursuant to California Government Code 50075.3, the City is required to annually provide to its governing body a report demonstrating that the special taxes collected by Wheatland CFD 2015-1 are spent on the facilities and services for which they were intended. Authorized services which may be funded by CFD 2015-1 special tax proceeds include direct and incidental costs related to providing public services and maintenance, operation, repair, or replacement of public infrastructure. The attached report prepared by Goodwin Consulting Group, dated November 20, 2025, satisfies the annual reporting requirements.

Fiscal Impact: There is no fiscal impact associated with receiving and filing this report.

Attachment: City of Wheatland Community Facilities District No. 2015-1 (Wheatland Public Services), Special Tax and Bond Accountability Report (Senate Bill 165), Fiscal Year 2024-25, November 20, 2025.



City Council Meeting Staff Report

Meeting Date: December 9, 2025

Subject: Consideration and Adoption of Resolution Approving the Salary Table for Fiscal Years 2025-26 and 2026-27

Prepared By: Bill Zenoni, City Manager

Recommendation: Staff recommends that the Wheatland City Council consider adoption of a resolution approving the Salary Table for Fiscal Years 2025-26 and 2026-27.

Discussion: The City Council, on August 12, 2025 approved a memorandum of understanding with the Wheatland General Employees' Association. On October 14, 2025, the City Council approved a memorandum of understanding with the Wheatland Police Officers Association. On November 25, 2025, the City Council approved a memorandum of understanding with the Wheatland Sergeant's Association. Those memorandums of understanding provided for adjustments to the pay ranges of covered employees effective July 1, 2025 and July 1, 2026. The City's Salary Table has been amended to reflect the approved salary adjustments for the 2025-26 and 2026-27 fiscal years.

Fiscal Impact: There is no fiscal impact associated with this item.

Attachments:

1. Resolution
2. Salary Table

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

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WHEATLAND
APPROVING THE SALARY TABLE FOR FISCAL YEARS 2025-26 AND 2026-27**

WHEREAS, the City of Wheatland engages in sound economic planning practices;
and

WHEREAS, a Memorandum of Understanding with the City’s General Employees’ Association was approved by the Wheatland City Council on August 12, 2025; and

WHEREAS, a Memorandum of Understanding with the Wheatland Police Officers Association was approved by the Wheatland City Council on October 14, 2025; and

WHEREAS, a Memorandum of Understanding with the Wheatland Sergeant’s Association was approved by the Wheatland City Council on November 25, 2025; and

WHEREAS, the City’s Salary Table has been adjusted to reflect the approved salary adjustments for Fiscal Years 2025-26 and 2026-27.

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 Salary Table, Exhibit A (attached to this resolution) is hereby approved.

PASSED AND ADOPTED by the City Council of City of Wheatland on this 9th day of December 2025, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

APPROVED:

Angela Teter, Mayor

ATTEST:

Lisa Thomason, City Clerk

Exhibit A

Classifications	FY 2024-2025					FY 2025-2026				
	Range	Step 1	Step I	Step II	Step III	Step IV	Step V	Step V	Step V	Step V
Administrative Clerk (set at minimum wage)	0.5	2,773.33	2,860.00	3,003.00	3,153.15	3,310.81	3,476.35	3,650.89	3,833.43	4,025.97
Account Clerk I	1	3,631.91	3,740.36	3,927.91	4,124.30	4,330.52	4,547.04	4,773.99	5,011.86	5,262.29
Operator in Training	2	3,722.90	3,834.59	4,026.32	4,227.63	4,439.01	4,660.96	4,895.27	5,144.70	5,405.28
Maintenance Worker	3	3,816.38	3,930.87	4,127.41	4,333.78	4,550.47	4,777.99	5,017.86	5,272.63	5,542.89
Account Clerk II	4	3,911.09	4,028.43	4,229.85	4,441.34	4,663.41	4,895.88	5,141.47	5,398.72	5,666.40
	5	4,009.57	4,129.85	4,336.35	4,553.16	4,780.82	5,019.86	5,270.27	5,522.56	5,785.29
	6	4,109.28	4,232.56	4,444.19	4,666.40	4,899.71	5,144.70	5,398.72	5,654.89	5,922.63
	7	4,211.47	4,337.81	4,554.70	4,782.43	5,021.56	5,272.63	5,530.42	5,795.29	6,072.29
	8	4,317.42	4,446.94	4,669.29	4,902.75	5,147.89	5,405.28	5,673.99	5,952.29	6,242.22
Senior Account Clerk/Accounting Technician I	9	4,424.61	4,557.35	4,785.22	5,024.48	5,275.70	5,539.49	5,809.29	6,085.72	6,368.40
Sr Maint Worker, Water/Wastewater Operator	10	4,535.53	4,671.59	4,905.17	5,150.43	5,407.95	5,678.35	5,955.29	6,242.22	6,534.00
	11	4,648.95	4,788.42	5,027.84	5,279.23	5,543.19	5,820.35	6,103.29	6,392.63	6,687.89
Police Administrative Assistant	12	4,764.86	4,907.81	5,153.20	5,410.86	5,681.40	5,965.47	6,255.57	6,551.40	6,853.58
	13	4,884.51	5,031.05	5,282.60	5,546.73	5,824.06	6,115.20	6,412.99	6,717.00	7,028.89
	14	5,006.66	5,156.86	5,414.71	5,685.44	5,969.71	6,268.20	6,572.57	6,882.40	7,197.29
Public Works Supervisor	14a	5,006.66	5,357.13	5,624.98	5,906.23	6,201.54	6,511.62	6,837.99	7,179.99	7,538.40
Police Officer	15	5,131.29	5,285.23	5,549.49	5,826.96	6,118.31	6,424.22	6,746.29	7,074.29	7,417.99
	16	5,259.67	5,417.46	5,688.33	5,972.75	6,271.38	6,584.95	6,914.99	7,251.99	7,605.99
	17	5,391.78	5,553.53	5,831.21	6,122.77	6,428.91	6,750.35	7,084.99	7,431.99	7,791.99
Administrative Clerk/City Clerk, Accounting Technician II	17a	5,391.78	5,769.20	6,057.67	6,360.55	6,688.58	7,012.50	7,352.99	7,704.99	8,068.99
Police Corporal	18	5,526.38	5,692.17	5,976.78	6,275.62	6,589.40	6,912.87	7,248.99	7,597.99	7,958.99
	19	5,664.73	5,834.67	6,126.40	6,432.72	6,754.36	7,092.08	7,441.99	7,802.99	8,174.99
	20	5,805.57	5,979.74	6,278.73	6,592.66	6,922.30	7,268.41	7,626.99	8,000.99	8,391.99
Police Sergeant	20a	5,805.57	6,037.79	6,339.68	6,666.67	7,018.99	7,388.99	7,770.99	8,164.99	8,571.99
Building Inspector, PW Superintendent, Senior Accountant	21	5,951.39	6,129.94	6,436.43	6,758.25	7,096.17	7,450.98	7,822.99	8,202.99	8,594.99
	22	6,099.72	6,282.71	6,586.85	6,926.69	7,273.02	7,636.67	8,014.99	8,405.99	8,809.99
	23	6,253.03	6,440.62	6,742.65	7,070.78	7,425.82	7,798.99	8,184.99	8,584.99	9,000.99
	24	6,408.81	6,601.08	6,931.13	7,277.69	7,641.57	8,022.99	8,418.99	8,828.99	9,251.99
	25	6,569.60	6,766.69	7,105.02	7,460.28	7,833.29	8,224.99	8,636.99	9,060.99	9,496.99
	26	6,732.89	6,934.87	7,281.62	7,645.70	8,027.98	8,429.38	8,842.99	9,268.99	9,708.99
	27	6,901.13	7,108.17	7,463.58	7,836.75	8,228.59	8,640.02	9,062.99	9,496.99	9,942.99
	28	7,074.39	7,286.62	7,650.95	8,033.50	8,435.17	8,856.93	9,290.99	9,736.99	10,194.99
	29	7,251.36	7,468.90	7,842.34	8,234.46	8,646.18	9,078.49	9,522.99	9,978.99	10,446.99
	30	7,432.08	7,655.04	8,037.80	8,439.69	8,861.67	9,304.75	9,758.99	10,224.99	10,696.99
	31	7,617.80	7,846.34	8,238.65	8,650.59	9,083.12	9,537.27	10,002.99	10,478.99	10,966.99
	32	7,808.49	8,042.74	8,444.88	8,867.13	9,310.48	9,776.01	10,254.99	10,744.99	11,246.99
Chief Building Official, Public Works Director	33	8,004.17	8,244.30	8,656.51	9,089.34	9,543.80	10,020.00	10,512.99	11,012.99	11,520.99
	34	8,203.58	8,449.69	8,872.17	9,315.78	9,781.57	10,270.65	10,772.99	11,286.99	11,808.99
	35	8,409.23	8,661.51	9,094.59	9,549.32	10,026.78	10,528.12	11,044.99	11,574.99	12,116.99
	36	8,619.87	8,878.46	9,322.38	9,788.50	10,277.93	10,791.83	11,322.99	11,858.99	12,406.99
	37	8,834.24	9,099.27	9,554.23	10,031.94	10,533.54	11,060.22	11,602.99	12,152.99	12,712.99
	38	9,056.11	9,327.79	9,794.18	10,283.89	10,798.08	11,337.99	11,892.99	12,454.99	13,024.99
	39	9,281.70	9,560.15	10,038.16	10,540.06	11,067.07	11,620.42	12,190.99	12,772.99	13,366.99
	40	9,513.50	9,798.91	10,288.85	10,803.30	11,343.46	11,904.99	12,482.99	13,074.99	13,678.99
Community Development Director	41	9,751.57	10,044.12	10,546.32	11,073.64	11,624.63	12,200.99	12,792.99	13,392.99	14,000.99
	42	9,995.86	10,295.74	10,810.53	11,351.05	11,918.61	12,514.54	13,126.99	13,746.99	14,374.99
	43	10,245.14	10,552.50	11,080.12	11,634.13	12,215.83	12,826.63	13,448.99	14,082.99	14,724.99
Police Chief	44	10,501.89	10,816.95	11,357.80	11,925.69	12,521.97	13,148.07	13,784.99	14,432.99	15,092.99

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.

Classifications	FY 2025-2026					FY 2026-2027						
	Range	Step 1	Step I	Hrly	Step II	Hrly	Step III	Hrly	Step IV	Hrly	Step V	Hrly
Administrative Clerk (set at minimum wage)	0.5	2,860.00	2,945.80	17.00	3,093.09	17.84	3,247.74	18.74	3,410.13	19.67	3,580.64	20.66
Account Clerk I	1	3,740.86	3,853.09	22.23	4,045.74	23.34	4,248.03	24.51	4,460.43	25.73	4,683.45	27.02
Operator in Training	2	3,834.59	3,949.62	22.79	4,147.11	23.93	4,354.46	25.12	4,572.18	26.38	4,800.79	27.70
Maintenance Worker	3	3,930.87	4,048.79	23.36	4,251.23	24.53	4,463.79	25.75	4,686.98	27.04	4,921.33	28.39
Account Clerk II	4	4,028.43	4,149.28	23.94	4,356.74	25.14	4,574.58	26.39	4,803.31	27.71	5,043.47	29.10
	5	4,129.85	4,253.75	24.54	4,466.44	25.77	4,689.76	27.06	4,924.25	28.41	5,170.46	29.83
	6	4,232.56	4,359.53	25.15	4,577.51	26.41	4,806.39	27.73	5,046.71	29.12	5,299.04	30.57
	7	4,337.81	4,467.94	25.78	4,691.34	27.07	4,925.91	28.42	5,172.20	29.84	5,430.81	31.33
	8	4,446.94	4,580.35	26.43	4,809.37	27.75	5,049.83	29.13	5,302.33	30.59	5,567.44	32.12
Senior Account Clerk/Accounting Technician I	9	4,557.35	4,694.07	27.08	4,928.77	28.44	5,175.21	29.86	5,433.97	31.35	5,705.67	32.92
Sr Maint Worker, Water/Wastewater Operator	10	4,671.59	4,811.74	27.76	5,052.33	29.15	5,304.95	30.61	5,570.19	32.14	5,848.70	33.74
	11	4,788.42	4,932.07	28.45	5,178.67	29.88	5,437.61	31.37	5,709.49	32.94	5,994.96	34.59
Police Administrative Assistant	12	4,907.81	5,055.04	29.16	5,307.79	30.62	5,573.18	32.15	5,851.84	33.76	6,144.44	35.45
	13	5,031.05	5,181.98	29.90	5,441.08	31.39	5,713.13	32.96	5,998.79	34.61	6,298.73	36.34
Public Works Supervisor	14	5,156.86	5,311.57	30.64	5,577.15	32.48	5,856.00	33.78	6,148.80	35.47	6,456.24	37.25
Police Officer	14a	5,357.13	5,517.84	31.83	5,793.74	33.43	6,083.42	35.10	6,387.59	36.85	6,706.97	38.69
	15	5,285.23	5,443.78	31.41	5,715.97	32.98	6,001.77	34.63	6,301.86	36.36	6,616.95	38.17
	16	5,417.46	5,579.98	32.19	5,858.98	33.80	6,151.93	35.49	6,459.52	37.27	6,782.50	39.13
	17	5,553.53	5,720.14	33.00	6,006.15	34.65	6,306.45	36.38	6,621.78	38.20	6,952.87	40.11
Administrative Clerk/City Clerk, Accounting Technician II	17a	5,769.20	5,942.28	34.28	6,239.39	36.00	6,551.36	37.80	6,878.93	39.69	7,222.87	41.67
Police Corporal,	18	5,692.17	5,862.93	33.82	6,156.08	35.52	6,463.88	37.29	6,787.08	39.16	7,126.43	41.11
	19	5,834.67	6,009.71	34.67	6,310.20	36.40	6,625.71	38.23	6,956.99	40.14	7,304.84	42.14
	20	5,979.74	6,159.13	35.53	6,467.09	37.31	6,790.44	39.18	7,129.97	41.13	7,486.46	43.19
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
Building Inspector, PW Superintendent, Senior Accountant	21	6,129.94	6,313.83	36.43	6,629.53	38.25	6,961.00	40.16	7,309.05	42.17	7,674.51	44.28
	22	6,282.17	6,471.19	37.33	6,794.75	39.20	7,134.49	41.16	7,491.21	43.22	7,865.77	45.38
	23	6,440.62	6,633.84	38.27	6,965.53	40.19	7,313.81	42.20	7,619.50	44.30	8,063.47	46.52
	24	6,601.08	6,799.11	39.23	7,139.06	41.19	7,496.02	43.25	7,870.82	45.41	8,264.36	47.68
	25	6,766.69	6,969.69	40.21	7,318.18	42.22	7,684.08	44.33	8,068.29	46.55	8,471.70	48.88
	26	6,934.87	7,142.92	41.21	7,500.06	43.27	7,875.07	45.43	8,268.82	47.70	8,682.26	50.09
	27	7,108.17	7,321.41	42.24	7,687.48	44.35	8,071.86	46.57	8,475.45	48.90	8,899.22	51.34
	28	7,286.62	7,505.22	43.30	7,880.48	45.46	8,274.50	47.74	8,688.23	50.12	9,122.64	52.63
	29	7,468.90	7,692.97	44.38	8,077.61	46.60	8,481.49	48.93	8,905.57	51.38	9,350.85	53.95
	30	7,655.04	7,884.70	45.49	8,278.93	47.76	8,692.88	50.15	9,127.52	52.66	9,583.90	55.29
	31	7,846.34	8,081.73	46.63	8,485.81	48.96	8,910.10	51.40	9,355.61	53.97	9,823.39	56.67
	32	8,042.74	8,284.03	47.79	8,698.23	50.18	9,133.14	52.69	9,589.80	55.33	10,069.29	58.09
Chief Building Official, Public Works Director	33	8,244.30	8,491.63	48.99	8,916.21	51.41	9,362.02	54.01	9,830.12	56.71	10,321.62	59.55
	34	8,449.69	8,703.18	50.21	9,138.34	52.72	9,595.25	55.36	10,075.02	58.13	10,578.77	61.03
	35	8,661.51	8,921.36	51.47	9,367.42	54.04	9,835.80	56.74	10,327.59	59.58	10,843.96	62.56
	36	8,878.46	9,144.82	52.76	9,602.06	55.40	10,082.16	58.17	10,586.27	61.07	11,115.58	64.13
	37	9,099.27	9,372.25	54.07	9,840.86	56.77	10,332.90	59.61	10,849.55	62.59	11,392.02	65.72
	38	9,327.79	9,607.62	55.43	10,088.01	58.20	10,592.41	61.11	11,122.03	64.17	11,678.13	67.37
	39	9,560.15	9,846.95	56.81	10,339.30	59.65	10,856.27	62.63	11,399.08	65.76	11,969.03	69.00
	40	9,798.91	10,092.88	58.23	10,597.52	61.14	11,127.40	64.20	11,683.77	67.41	12,267.95	70.00
Community Development Director	41	10,044.12	10,345.44	59.69	10,862.71	62.67	11,405.85	65.80	11,976.14	69.09	12,574.95	72.00
	42	10,295.74	10,604.61	61.18	11,134.84	64.24	11,691.58	67.45	12,276.16	70.82	12,889.97	74.00
	43	10,552.50	10,869.07	62.71	11,412.53	65.84	11,983.15	69.13	12,582.31	72.59	13,211.43	76.00
Police Chief	44	10,501.89	10,816.95	62.41	11,357.80	65.53	11,925.69	68.80	12,521.97	72.24	13,148.07	75.00

Section 3, Item # 3.2

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 Council Meeting Staff Report

Meeting Date: December 9, 2025

Subject: Consideration and Adoption of Resolution Authorizing Execution of Amendment No.3 to the Employment Agreement with Susan Mahoney for Interim Finance Director Services

Prepared By: Bill Zenoni, City Manager

Recommendation: Staff recommends that the Wheatland City Council consider adoption of a resolution authorizing execution of Amendment No.3 to the employment agreement with Susan Mahoney to provide interim Finance Director services.

Discussion: The City Council, on July 9, 2024, authorized execution of an agreement with Susan Mahoney to provide interim Finance Director services due to the retirement of the previous Finance Director. That agreement had a termination date of January 31, 2025. On January 14, 2025, the City Council approved Amendment No.1 to the agreement with Susan Mahoney extending the term of the agreement to June 30, 2025. On June 10, 2025, the City Council approved Amendment No.2 to the employment agreement with Susan Mahoney, extending the term of the agreement to December 31, 2025. Staff has begun the recruitment process for a new Finance Director.

Susan Mahoney served as the City's Finance Director from June 2017 to March 2022 and has done an outstanding job in this position over the 18 months. Ms. Mahoney is familiar with the operations of the Finance Department, possesses the required qualifications for the position and has agreed to continue to fill this position for the next several months on a part-time basis while a permanent replacement is selected.

The proposed amendment to the employment agreement with Susan Mahoney would extend the term of Ms. Mahoney's employment to March 31, 2026, and would provide Ms. Mahoney with a 3% hourly wage increase and 15 hours of vacation leave during this period. No other changes to the approved employment agreement are proposed.

Fiscal Impact: The Finance Director is a budgeted position. Funding is available in the Proposed Fiscal Year 2025-26 budget.

Attachments:

- 1. Resolution
- 2. Amendment No.3 to Agreement
- 3. Employment Agreement

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

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WHEATLAND
AUTHORIZING EXECUTION OF AMENDMENT NO.3 TO THE EMPLOYMENT AGREEMENT
WITH SUSAN MAHONEY FOR INTERIM FINANCE DIRECTOR SERVICES**

WHEREAS, the City Council approved an Employment Agreement (“Agreement”) with Susan Mahoney for interim Finance Director Services on July 9, 2024; and

WHEREAS, the City Council approved Amendment No.1 to the Employment Agreement with Susan Mahoney on January 14, 2025, extending the term of the Agreement to June 30, 2025; and

WHEREAS, the City Council approved Amendment No.2 to the Employment Agreement with Susan Mahoney on June 10, 2025, extending the term of the Agreement to December 31, 2025; and

WHEREAS, the City intends to continue to employ Susan Mahoney until a permanent employee is found and sufficiently trained to assume the position; and

WHEREAS, Susan Mahoney has done an outstanding job in her role as Interim Finance Director; and

WHEREAS, Susan Mahoney has agreed to continue her employment with the City of Wheatland until a permanent employee is selected; and

WHEREAS, the City Council wishes to approve Amendment No.3 to the Employment Agreement with Susan Mahoney extending the termination date of the Agreement to March 31, 2026, and providing Susan Mahoney with a 3 percent increase in her hourly rate of pay, from \$88.00 to \$90.64, and providing Susan Mahoney with 15 hours of vacation leave during this period.

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 Amendment No.3 to the Employment Agreement with Susan Mahoney.

PASSED AND ADOPTED by the City Council of City of Wheatland on this 9th day of December 2025, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

APPROVED:

Angela Teter, Mayor

ATTEST:

Lisa Thomason, City Clerk

**AMENDMENT NO. 3 TO EMPLOYMENT AGREEMENT BETWEEN
THE CITY OF WHEATLAND AND SUSAN MAHONEY
FOR INTERIM FINANCE DIRECTOR SERVICES**

This Amendment No.3 to the Employment Agreement (“Agreement”) between the City of Wheatland, a municipal corporation (“City”), and Susan Mahoney, an individual ("Part-Time Employee"), collectively the parties (the “Parties”), is made and entered into effective December 9, 2025, and is based on the Recitals and matters set forth herein.

RECITALS

- A. City entered into the Agreement with Part-Time Employee for her services as Interim Finance Director of the City, effective July 22, 2024.
- B. City approved Amendment No.1 to the Agreement with Part-Time Employee on January 14, 2025, extending the term of the Agreement until June 30, 2025.
- C. City approved Amendment No.2 to the Agreement with Part-Time Employee on June 10, 2025, extending the term of the Agreement until December 31, 2025
- D. City intends to temporarily employ Part-Time Employee until a permanent employee is selected to assume the position.
- E. City is in the process of recruiting and employing a permanent Finance Director.
- F. In consideration of the good and valuable services that Part-Time Employee has provided for City, the City wishes to extend Part-Time Employee’s employment.

In consideration of the recitals contained herein, the Parties agree to amend the Agreement as follows:

1. Amendment to Section 2, Term. Section 2 of the Agreement is hereby amended as follows:

The Agreement shall be effective until March 31, 2026, unless sooner terminated as provided by the termination provisions stated within the Agreement.

2. Amendment to Section 5(a), Compensation. Section 5(a) of the Agreement is hereby amended to read as follows:

For all services to be rendered by Part-Time Employee under this Agreement, City shall provide to Part-Time Employee a salary in the amount of \$90.64 per hour. The salary shall be paid at the times and in the same manner as other City employees are paid.

3. Amendment to Section 5(c), Compensation. Section 5(c) of the Agreement is hereby amended to read as follows:

Part-Time Employee shall be credited with 15 hours of vacation leave to be utilized between January 1, 2026, and March 31, 2026. Employee shall not accrue additional vacation. Employee shall accrue sick leave only to the extent provided by California law.

Except as specifically modified by the terms of Amendment No.1, Amendment No.2 or Amendment No. 3, the provisions of the Agreement are unchanged and remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Amendment on the date set forth above.

CITY OF WHEATLAND

SUSAN MAHONEY

Angela Teter, Mayor

Susan Mahoney

ATTEST:

Lisa Thomason, City Clerk

**WHEATLAND CITY COUNCIL
RESOLUTION NO. 33-24**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WHEATLAND
AUTHORIZING THE EXECUTION OF AN EMPLOYMENT AGREEMENT WITH
SUSAN MAHONEY FOR SERVICES AS WHEATLAND FINANCE DIRECTOR**

WHEREAS, a vacancy will soon exist for the position of City of Wheatland Finance Director; and

WHEREAS, Susan Mahoney previously held the position of Wheatland Finance Director from June 2017 to March 2022 and meets the qualifications for the position; and

WHEREAS, Susan Mahoney has agreed to fill the position on an interim basis while City staff determines the best strategy for filling the Finance Director position on a permanent basis; and

WHEREAS, the City Council has evaluated the circumstances pertaining to the upcoming Finance Director vacancy and wishes to enter into an Employment Agreement with Susan Mahoney for her services as Finance Director.

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 Employment Agreement and directs the City Manager to execute the agreement.

PASSED AND ADOPTED by the City Council of City of Wheatland on this 9th day of July 2024, by the following vote:


AYES: Coe, West, McIntosh, Teter
NOES:
ABSTAIN:
ABSENT: Shelton

APPROVED:



Rick West, Mayor

ATTEST:



Lisa Thomason, City Clerk

**AGREEMENT BETWEEN THE CITY OF WHEATLAND
AND SUSAN MAHONEY FOR INTERIM FINANCE DIRECTOR SERVICES**

This Agreement (“Agreement”) is made effective as of July 22, 2024, by and between the City of Wheatland, a municipal corporation (“City”), and Susan Mahoney, an individual (“Part-Time Employee”), collectively, the “Parties”, who agree as follows:

WHEREAS, the City has a temporary need to employ a Finance Director until a permanent employee for the position is selected;

WHEREAS, it is the desire of the City to employ Part-Time Employee as Finance Director and Part-Time Employee is willing to accept such employment on the terms and conditions set forth in this Agreement.

NOW, THEREFORE, in consideration of the following mutual promises and the foregoing recitals, the parties agree as follows:

1. **Employment.** City hereby appoints and employs Part-Time Employee as Finance Director of the City, and Part-Time Employee hereby accepts such employment, on and subject to the terms and conditions of this Agreement.

2. **Term.** This Agreement shall become effective on July 22, 2024, and shall remain in effect until January 31, 2025, unless sooner terminated as provided by the termination provision below.

3. **Duties.** Part-Time Employee shall perform those duties and have those responsibilities that are commonly assigned to a finance director of a city in California, and as further set forth in the Wheatland Municipal Code. Part-Time Employee also shall perform such other duties and responsibilities assigned by the City Manager from time to time. Part-Time Employee shall at all times act in the best interests of City and perform her duties in a competent and professional manner.

4. **Hours.** Part-Time Employee acknowledges that her position is a part-time position. It is anticipated that Part-Time Employee shall work an average of 24 hours per week. The Parties acknowledge that Part-Time Employee’s hours may vary depending on City’s needs, but Part-Time Employee shall not work more than 40 hours in any workweek. Part-Time Employee shall maintain a schedule of hours actually worked and provide a monthly report of hours worked to the City Manager.

5. **Compensation.**

(a) For all services to be rendered by Part-Time Employee under this Agreement, City shall provide to Part-Time Employee a salary in the amount of \$88 per hour. The salary shall be paid at the times and in the same manner as other City employees are paid.

(b) Part-Time Employee shall not be entitled to any benefit paid to full-time employees, unless provided for in this Agreement or otherwise required by law. Part-Time Employee shall not be entitled to paid time off for holidays.

(c) Part-Time Employee shall not accrue vacation. Part-Time Employee shall accrue sick leave only to the extent provided by California law.

(d) Part-Time Employee shall not accrue medical, dental, or vision benefits, nor shall Employee be entitled to payments in lieu of medical benefits.

(e) Part-Time Employee shall not be entitled to receive any cost of living or similar increase granted by City to miscellaneous employees during the term of this Agreement.

(f) Part-Time Employee shall be allowed to participate in the 457 deferred compensation plan established by City under the same terms as City's regular employees are allowed to participate, but Part-Time Employee shall not be eligible for any "matching" contributions by City.

(g) Part-Time Employee's employment shall be governed by the City Personnel Rules and Regulations Manual (City Resolution No. 27-06), as such rules and regulations may be amended by City from time to time; provided, however, that the Manual's employee benefit provisions shall not apply to Part-Time Employee unless provided for in this Agreement. If any term or condition of this Agreement is in conflict with a term or condition in the Personnel Rules and Regulations Manual, the provision in this Agreement shall govern. If any term or condition of this Agreement is inconsistent or in conflict with a federal or state law, the law shall govern.

(h) City shall budget for travel and conference expenses, not to exceed \$1,500 per fiscal year, in order for Part-Time Employee to attend official meetings, conferences and occasions reasonably adequate for Part-Time Employee to pursue reasonably necessary official and other functions for City. Use of such allowance shall be at the discretion of Part-Time Employee. Notwithstanding the above, the number of conferences and meetings that City shall pay for Part-Time Employee to attend shall be at the discretion of the City Manager.

(i) City-related direct expenses shall be reimbursed to Part-Time Employee by City. Itemized documentation shall be required for any such reimbursement.

6. Ownership of Documents. Every document, report, study, spreadsheet, worksheet, plan, blueprint, specification, drawing, map, photograph, computer model, computer disk, magnetic tape, CAD data file, computer software and any other writing or thing prepared by Part-Time Employee during the term of her employment (the "Work") shall be the property of City. City shall have the right to use, modify, reuse, reproduce, publish, display, broadcast and distribute the Work and prepare derivative and additional documents or works based on the Work without further compensation to or permission from Part-Time Employee.

7. **Termination.** This Agreement may be terminated prior to its expiration date in any one of the following ways:

- (a) By mutual agreement of the parties, expressed in writing.
- (b) By Part-Time Employee, upon giving City not less than 60 days prior written notice of her election to resign from employment and terminate this Agreement.
- (c) By the death of Part-Time Employee.
- (d) By City, for cause, upon giving to Part-Time Employee written notice of immediate termination. The written notice of termination shall specify: (1) the particular cause(s) and the facts and circumstances justifying the termination of the Agreement for cause, and (2) the opportunity of Part-Time Employee to meet with the City Council on the reasons for her termination. If Part-Time Employee requests a meeting, the meeting will be held at the City Council's earliest convenience in a closed session, unless Part-Time Employee requests an open session. After the meeting, the City Council may affirm, modify or reverse its discretion to terminate for cause. For purposes of this Agreement, the following will justify termination for cause: willful breach of duty; habitual neglect of duty; gross insubordination; conviction of a crime involving moral turpitude; conduct that makes it impossible or impracticable to perform the duties under this Agreement or that seriously impedes City operations; conduct that tends to bring discredit to City; conduct unbecoming an employee in public service; mishandling of City funds; any intentional misrepresentation or fraud in connection with the performance of her duties; theft of City property; violation of law; violation of the City's Personnel Rules and Regulations Manual; or a material breach of this Agreement.
- (e) By City, without cause, upon giving Part-Time Employee 30 days prior written notice of termination and payment of severance pay in an amount equal to Part-Time Employee's then-monthly salary multiplied by either: (1) one month; or (2) the portion of a month remaining on the current term of this Agreement as of the effective date of the termination, whichever is less.

Upon termination of the Agreement, the City and Part-Time Employee are released from any and all duties and obligations to the other, except as provided for in this Agreement.

8. **Entire Agreement.** The parties intend this writing to be the sole, final, complete, exclusive, and integrated expression and statement of the terms of their contract concerning the subject matter addressed in the Agreement. This Agreement supersedes all prior oral or written negotiations, representations, contracts or other documents that may be related to the subject matter of this Agreement, except those other documents that may be expressly referenced in this Agreement.

9. **Notices.** Any notice to be given to Part-Time Employee shall be sufficiently served if given to her personally or if deposited in the United States Mail, regular pre-paid mail, addressed to her at her most recent residence address as shown on the Agency payroll records. Any notice to be given to City shall be addressed to the City Council and delivered or mailed to the City Clerk at City Hall.

10. **Tax and Contributions.** Subject to the limitations in Section 5 of this Agreement, the City shall make applicable payroll deductions from Part Time Employee's monthly paychecks for all applicable state, federal employee/employer taxes and other obligations.

11. **Successors and Assigns.** This Agreement is personal to Part-Time Employee. She may not transfer or assign the Agreement or any part of it. Subject to this restriction on transfer and assignment, this Agreement shall bind, and inure to the benefit of, the successors, assigns, heirs and legal representatives of the parties.

12. **Amendments.** This Agreement may be amended only by a subsequent writing approved and signed by both parties. Any amendment by City must be approved by the City Council at a noticed public meeting. Individual City Council members do not have the authority, express or implied, to amend, modify, waive, extend or in any way alter this Agreement or the terms and conditions of Part-Time Employee's employment.

13. **Waiver.** The waiver at any time by either party of its rights with respect to a default or other matter arising in connection with this Agreement shall not be deemed a waiver with respect to any subsequent default or matter.

14. **Construction and Interpretation.** The parties agree and acknowledge that this Agreement has been arrived at through negotiation and that each party has had a full and fair opportunity to revise the terms of this Agreement. Consequently, the normal rule of construction that any ambiguities are to be resolved against the drafting party will not apply in construing or interpreting this Agreement.

15. **Headings.** The paragraph headings used in this Agreement are for reference only, and shall not in any way limit or amplify the terms and provisions hereof, nor shall they enter into the interpretation of this Agreement.

16. **Cooperation.** Each party to this Agreement agrees to do all things that may be necessary, including, without limitation, the execution of all documents that may be required hereunder, in order to implement and effectuate this Agreement.

17. **Partial Invalidity.** If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force without being impaired or invalidated in any way.

18. **Governing Law and Venue.** Except as otherwise required by law, this Agreement shall be interpreted, governed by, and construed under the laws of the State of California. The County of Yuba will be venue for any state court jurisdiction and the Eastern District of California will be

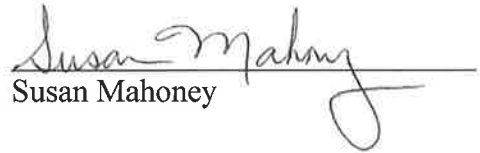
venue for any federal court litigation concerning the enforcement or construction of this Agreement.

19. Signatures and Authority. Each party warrants that the person signing this Agreement is authorized to act on behalf of the party for whom that person signs. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute the same instrument. Counterparts may be delivered by facsimile, electronic mail (including PDF or any electronic signature complying with California’s Uniform Electronic Transactions Act (Cal. Civ. Code, §1633.1, et seq.) or any other applicable law) or other transmission method. The parties agree that any electronic signatures appearing on the Agreement are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

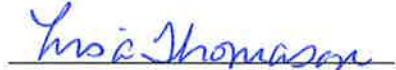
CITY OF WHEATLAND


Rick West, Mayor

SUSAN MAHONEY


Susan Mahoney

Attest:


Lisa Thomason, City Clerk



City Council Meeting Staff Report

Meeting Date: December 9, 2025

Subject: Consider Adoption of Resolution Authorizing the Third Amendment to the Employment Agreement with Bill Zenoni for City Manager Services

Prepared By: Gavin Ralphs, Deputy City Attorney

Recommendation: Staff recommends that the Wheatland City Council consider the adoption of a resolution authorizing the third amendment to the employment agreement with Bill Zenoni for City Manager services.

Discussion: On June 13, 2023, the City Council authorized the execution of an Agreement with Bill Zenoni to provide City Manager services. The term of that agreement ran from June 26, 2023, to June 30, 2024. On July 9, 2024, the City Council ratified the First Amendment to the Agreement with Mr. Zenoni, extending the term of the agreement to June 30, 2025. On June 10, 2025, the City Council authorized the Second Amendment to the Agreement with Mr. Zenoni, extending the term of the agreement to December 31, 2025.

Mr. Zenoni has provided good and valuable services to the City and has indicated his intent to retire on February 28, 2026. The proposed Third Amendment to the Agreement with Mr. Zenoni would extend the term of Mr. Zenoni’s employment to March 31, 2026. This is one month beyond Mr. Zenoni’s anticipated retirement date but would provide an additional several weeks should there be a delay in the start date for the new City Manager. No other changes to the approved employment agreement are proposed

Fiscal Impact: The City Manager is a budgeted position. Funding is available in the Proposed Fiscal Year 2025-26 Budget.

Attachments:

- 1. Resolution
- 2. Third Amendment to Employment Agreement
- 3. Employment Agreement

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

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WHEATLAND
AUTHORIZING THE THIRD AMENDMENT TO THE AGREEMENT WITH BILL ZENONI FOR
CITY MANAGER SERVICES**

WHEREAS, the City Council approved an Employment Agreement (“Agreement”) with Bill Zenoni for City Manager services on June 13, 2023; and

WHEREAS, the City Council ratified the First Amendment to the Agreement with Bill Zenoni on July 9, 2024, extending the term of the Agreement to June 30, 2025; and

WHEREAS, the City Council authorized the Second Amendment to the Agreement with Bill Zenoni on June 10, 2025, extending the term of the Agreement to December 31, 2025; and

WHEREAS, Bill Zenoni has done an outstanding job in his role as City Manager; and

WHEREAS, Bill Zenoni has indicated his intent to retire from his position as City Manager for the City of Wheatland in early 2026; and

WHEREAS, the City Council wishes to authorize the Third Amendment to the Agreement with Bill Zenoni extending the termination date of the Agreement to March 31, 2026.

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 authorizes the attached Third Amendment to the Employment Agreement with Bill Zenoni.

PASSED AND ADOPTED by the City Council of City of Wheatland on this 9th day of December 2025, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

APPROVED:

Angela Teter, Mayor

ATTEST:

Lisa Thomason, City Clerk

THIRD AMENDMENT TO AGREEMENT BETWEEN THE CITY OF WHEATLAND AND BILL ZENONI FOR CITY MANAGER SERVICES

This Third Amendment to the Employment Agreement (“Agreement”) between the City of Wheatland, a municipal corporation (“City”), and Bill Zenoni, an individual (“Zenoni”), collectively the parties (the “Parties”), is made and entered into effective December 9, 2025, and is based on the Recitals and matters set forth herein.

RECITALS

- A. City entered into the Agreement with Zenoni for his services as City Manager of the City, effective June 26, 2023.
- B. City ratified the First Amendment to the Agreement with Zenoni on July 9, 2024, to extend the term of the Agreement to June 30, 2025.
- C. City authorized the Second Amendment to the Agreement with Zenoni on June 10, 2024, to extend the term of the agreement to December 31, 2025.
- D. In consideration of the good and valuable services that Zenoni has provided for City, the City wishes to extend Zenoni’s employment.

In consideration of the recitals contained herein, the Parties agree to amend the Agreement as follows:

- 1. **Amendment to Section 2, Term.** Section 2 of the Agreement is hereby amended as follows:

The Agreement shall be extended until March 31, 2026, unless sooner terminated as provided by the termination provisions stated within the Agreement.

Except as specifically modified by the terms of the First Amendment, Second Amendment and Third Amendment, the provisions of the Agreement are unchanged and remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Amendment on the date set forth below.

CITY OF WHEATLAND

BILL ZENONI

Angela Teter, Mayor

Bill Zenoni

Attest:

Lisa Thomason, City Clerk

**AGREEMENT BETWEEN THE CITY OF WHEATLAND
AND BILL ZENONI FOR CITY MANAGER SERVICES**

This Agreement (“Agreement”) is made and entered into this 26th day of June, 2023, by and between the City of Wheatland, a municipal corporation (“City”) and Bill Zenoni, an individual (“Zenoni”), collectively, the “Parties”, who agree as follows:

1. **Employment.** City hereby appoints and employs Zenoni as City Manager of the City, and Zenoni hereby accepts such employment, on and subject to the terms and conditions of this Agreement.

2. **Term.** This Agreement shall remain in effect until June 30, 2024 unless sooner terminated as provided by the termination provision below. No later than May 31, 2024, the Parties shall confer and determine whether to extend this Agreement on mutually agreeable terms.

3. **Duties.** Zenoni shall perform those duties and have those responsibilities that are commonly assigned to a city manager of a city in California, and as may be further set forth in the Wheatland Municipal Code. Zenoni also shall perform such other duties and responsibilities as assigned by the City Council from time to time. Zenoni at all times shall act in the best interests of City and perform his duties in a competent and professional manner.

4. **Hours.** Zenoni acknowledges that his position is a part-time, exempt management position. It is anticipated that Zenoni shall work an average of four days per week, with a target of approximately 80% of the hours of an equivalent full-time position. Beginning October 1, 2023, it is agreed that Zenoni shall work an average of three days per week, with a target of approximately 60% of the hours of an equivalent full-time position. However, the Parties acknowledge that time may vary depending on City’s needs. Zenoni shall not engage in any conduct, other employment or business, commercial or professional pursuits, whether for compensation or otherwise, that would interfere with his responsibilities and duties to City or that would reflect unfavorably upon the interests of City.

5. **Compensation.**

(a) For all services to be rendered by Zenoni under this Agreement, City shall provide to Zenoni a salary in the amount of \$105 per hour. The salary shall be paid at the times and in the same manner as other City employees are paid.

(b) Zenoni shall not be compensated for overtime hours worked or otherwise earn or be entitled to compensatory time off for hours worked in excess of eight hours per day or 40 hours per week. Zenoni shall not be entitled to paid time off for holidays.

(c) Zenoni shall accrue vacation and sick leave at the same rate as the City's general employees, but the amount of vacation and sick leave earned by Zenoni will be pro-rated consistent with Zenoni's part-time schedule as set forth in Paragraph 4, Hours.

(d) Zenoni shall be allowed to participate in the City's dental and vision insurance coverage if he chooses. Upon enrolling in the City's dental and vision insurance coverage plan, Zenoni shall pay the necessary premiums for himself and any dependent(s).

(e) Zenoni shall be allowed to participate in the 457 deferred compensation plan established by City under the same terms as City's regular employees are allowed to participate, but Zenoni shall not be eligible for any "matching" contributions by City.

(f) Zenoni's employment shall be governed by the City Personnel Rules and Regulations Manual (City Resolution No. 27-06), as such rules and regulations may be amended by City from time to time; provided, however, that the Manual's employee benefit provisions shall not apply to Zenoni unless provided for in this Agreement. If any term or condition of this Agreement is in conflict with a term or condition in the Personnel Rules and Regulations Manual, the provision in this Agreement shall govern. If any term or condition of this Agreement is inconsistent or in conflict with a federal or state law, the law shall govern.

(g) Because Zenoni's duties require the use of an automobile, City shall reimburse Zenoni for mileage incurred while performing City business (exclusive of commuting mileage) at the current Internal Revenue Service mileage rates. Zenoni shall be required to obtain a rider on his personal automobile insurance naming City as an additional insured, and City shall reimburse Zenoni for any direct expenses related thereto.

(h) City-related direct expenses shall be reimbursed to Zenoni by City. Itemized documentation shall be required for any such reimbursement.

(i) City shall budget for travel and conference expenses and membership in professional organizations, such as ICMA and CCMF, in order for Zenoni to attend official meetings, conferences and occasions reasonably adequate for Zenoni to continue his professional development and to reasonably pursue necessary official and other functions for City. In adopting the budget, City has discretion to set what it deems an appropriate number for attendance at conferences and meetings and membership in professional organizations. Use of such budget shall be at Zenoni's discretion. Authorization for Zenoni to attend or participate in, at City's expense, any travel or conference not included in the annual budget shall be at the discretion of the City Council.

6. Ownership of Documents. Every document, report, study, spreadsheet, worksheet, plan, blueprint, specification, drawing, map, photograph, computer model, computer disk, magnetic tape, CAD data file, computer software and any other writing or thing prepared by Zenoni during the term of his employment (the "Work") shall be the property of City. City shall have the right to use, modify, reuse, reproduce, publish, display, broadcast and distribute the Work and prepare derivative and additional documents or works based on the Work without further compensation to or permission from Zenoni.

7. Termination. This Agreement may be terminated prior to its expiration date in any one of the following ways:

(a) By mutual agreement of the parties, expressed in writing.

(b) By Zenoni, upon giving City not less than 90 days prior written notice of his election to resign from employment and terminate this Agreement.

(c) By the death of Zenoni.

(d) By City, for cause, upon giving to Zenoni written notice of immediate termination. The written notice of termination shall specify: (1) the particular cause(s) and the facts and circumstances justifying the termination of the Agreement for cause, and (2) the opportunity of Zenoni to meet with the City Council on the reasons for his termination. If Zenoni requests a meeting, the meeting will be held at the City Council's earliest convenience in a closed session, unless Zenoni requests an open session. After the meeting, the City Council may affirm, modify or reverse its discretion to terminate for cause. For purposes of this Agreement, the following will justify termination for cause: willful breach of duty; habitual neglect of duty; gross insubordination; conviction of a crime involving moral turpitude; conduct that makes it impossible or impracticable to perform the duties under this Agreement or that seriously impedes City operations; conduct that tends to bring discredit to City; conduct unbecoming an employee in public service; mishandling of City funds; any intentional misrepresentation or fraud in connection with the performance of his duties; theft of City property; violation of law; or a material breach of this Agreement.

(e) By City, without cause, upon giving Zenoni 30 days prior written notice of termination and payment of severance pay in an amount equal to Zenoni's then-monthly salary multiplied by either: (1) one month; or (2) the portion of a month remaining on the current term of this Agreement as of the effective date of the termination, whichever is less.

8. Entire Agreement. The parties intend this writing to be the sole, final, complete, exclusive, and integrated expression and statement of the terms of their contract concerning the subject matter addressed in the Agreement. This Agreement supersedes all prior oral or written negotiations, representations, contracts or other documents that may be related to the subject matter of this Agreement, except those other documents that may be expressly referenced in this Agreement.

9. Notices. Any notice to be given to Zenoni shall be sufficiently served if given to him personally or if deposited in the United States Mail, regular pre-paid mail, addressed to him at his most recent residence address as shown on the Agency payroll records. Any notice to be given to City shall be addressed to the City Council and delivered or mailed to the City Clerk at City Hall.

10. Successors and Assigns. This Agreement is personal to Zenoni. He may not transfer or assign the Agreement or any part of it. Subject to this restriction on transfer and assignment, this Agreement shall bind, and inure to the benefit of, the successors, assigns, heirs and legal representatives of the parties.

11. Amendments. This Agreement may be amended only by a subsequent writing approved and signed by both parties. Any amendment by City must be approved by the City Council at a

noticed public meeting. Individual City Council members do not have the authority, express or implied, to amend, modify, waive, extend or in any way alter this Agreement or the terms and conditions of Zenoni's employment.

12. **Waiver.** The waiver at any time by either party of its rights with respect to a default or other matter arising in connection with this Agreement shall not be deemed a waiver with respect to any subsequent default or matter.

13. **Construction and Interpretation.** The parties agree and acknowledge that this Agreement has been arrived at through negotiation and that each party has had a full and fair opportunity to revise the terms of this Agreement. Consequently, the normal rule of construction that any ambiguities are to be resolved against the drafting party will not apply in construing or interpreting this Agreement.

14. **Partial Invalidity.** If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force without being impaired or invalidated in any way.

15. **Governing Law and Venue.** Except as otherwise required by law, this Agreement shall be interpreted, governed by, and construed under the laws of the State of California. The County of Yuba will be venue for any state court jurisdiction and the Eastern District of California will be venue for any federal court litigation concerning the enforcement or construction of this Agreement.

CITY OF WHEATLAND

BILL ZENONI




Rick West, Mayor



Bill Zenoni

Attest:



Lisa Thomason, City Clerk



City Council Meeting Staff Report

Meeting Date: December 9, 2025

Subject: Consideration and Adoption of Resolution Accepting the Work Performed by LaFleur Engineering, Inc. and Authorizing the City Manager to File a Notice of Completion for Construction of the PG&E Distribution Line Relocation Project

Prepared By: Dane H. Schilling – City Engineer
Allison Cronk – Coastland | DCCM Civil Engineering

Recommendation:

Staff recommends that the Wheatland City Council adopt Resolution 60-25 (Attachment 1) accepting the improvement work performed by LaFleur Engineering Inc. for construction of the PG&E Distribution Line Relocation Project, and authorizing the City Clerk to file a Notice of Completion (Attachment 2) for the project.

Discussion:

On June 10, 2025, the City Council adopted Resolution No. 21-25 authorizing the City Manager to sign an agreement to accept additional funding from the Yuba Water Agency for the Wheatland Regional Sewer Pipeline Project.

On June 10, 2025, the City Council adopted Resolution No. 22-25 which authorized the City Manager to enter into a utility relocation agreement with PG&E for relocation of overhead power lines in the vicinity of the City’s Malone Sewage Pump Station, for the City to engage a contractor to install electric conduits prior to construction by PG&E, and pay any associated PG&E and City costs not to exceed \$1,300,000.00.

On August 21, 2025, City Staff issued the project for informal bid to the City’s list of Contractors. One bid was received from LaFleur Engineering, Inc. for a total contract amount of \$64,275.00.

On October 17, 2025, a notice to proceed was issued to LaFleur Engineering, Inc. to complete construction of the project.

A final inspection was performed on October 24 2025, by City Staff and Coastland | DCCM. The work was found to be complete and in accordance with the contract documents.

Attachments:

Attachment 1 – Resolution 60-25

Attachment 2 – Notice of Completion

RESOLUTION NO. 60-25

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WHEATLAND AUTHORIZING THE CITY MANAGER TO ACCEPT THE WORK PERFORMED BY LAFLEUR ENGINEERING, INC. FOR CONSTRUCTION OF THE PG&E DISTRIBUTION LINE RELOCATION PROJECT AND AUTHORIZING THE CITY MANAGER TO FILE A NOTICE OF COMPLETION FOR THE PROJECT.

WHEREAS, on June 10, 2025, the City Council adopted Resolution No. 21-25 authorizing the City Manager to sign an agreement to accept additional funding from the Yuba Water Agency for the Wheatland Regional Sewer Pipeline Project (“Project”); and

WHEREAS, certain pre-construction utility relocations and encroachment agreements are necessary to allow for the construction of the Project; and

WHEREAS, on June 10, 2025, the City Council adopted Resolution 22-25 authorizing the City Manager to enter into a utility relocation agreement with PG&E for relocation of overhead power lines in the vicinity of the City’s Malone Sewage Pump Station, for the City to engage a contractor to install electric conduits prior to construction by PG&E, and pay any associated PG&E and City costs not to exceed \$1,300,000.00; and

WHEREAS, City staff informally bid a project to install certain conduits in advance of PG&E’s work and awarded a contract to LaFleur Engineering, Inc. of Rosville, California, in the amount of \$64,275.00; and

WHEREAS, on October 24, 2025, the Contractor completed all work associated with the Project, and the City staff and Coastland | DCCM inspected the work and found the work complete in accordance with the approved plans and specifications for the Project.

NOW, THEREFORE IT IS HEREBY RESOLVED, ORDERED AND FOUND by the City Council of the City of Wheatland, State of California, that the City Council authorizes the City Manager to accept the work completed by LaFleur Engineering, Inc. of Rosville, California for construction of the PG&E Distribution Line Relocation Project and authorizes the City Manager to file a Notice of Completion for the project.

PASSED AND ADOPTED by the City Council of City of Wheatland, State of California this 9th day of December 2025, by the following vote:

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

Angela Teter, Mayor

ATTEST:

Lisa Thomason, City Clerk

RECORDING REQUESTED BY

City of Wheatland-Engineering Dept.

AND WHEN RECORDED MAIL TO

Name: City of Wheatland

Address: 111 C Steet

City & State: Wheatland, CA 95692

G.C. 6103

SPACE ABOVE FOR RECORDER'S USE

Notice of Completion

Notice is hereby given that:

1. The name and address of the owner of the real property described in paragraph 6 herein is the City of Wheatland, 111 C Street, Wheatland, CA 95692.
2. That the interest which the City of Wheatland owns the described real property is Fee Simple.
3. The construction works hereinafter described was completed on the 24th day of October 2025.
4. The work completed in general, consists of the installation of approximately 300 lineal feet of two (2) 6-inch PVC electrical distribution conduits adjacent to the City's existing Sewer Pump Station No. 1.; trenching, shoring, and bracing; installation of two (2) 6-inch conduits and four (4) 6-inch risers; installation of two (2) 18-foot long 20-inch PVC crossings; and coordination with PG&E for inspection and acceptance.
5. That the name of the surety on the contractor's bond for payment on said contract is Old Republic Surety Company.
6. Said work being commonly known as: PG&E Distribution Line Relocation Project.

The Contract Documents and Specifications for said work are on file at the City of Wheatland, 111 C Street, Wheatland, California 95692, Yuba County, California.

The prime contractor for said work was:

LaFleur Engineering, Inc
1588 Bedell Court, Unit B
Roseville, CA 95747

7. The location of said work, which is located at the City's Malone Sewage Pump Station on Malone Avenue is within the legal boundary of the City of Wheatland, Yuba County, California.



City Council Meeting Staff Report

Meeting Date: December 9, 2025

Subject: Consideration and Adoption of Resolution Accepting the Work Performed by VSS International for the Construction of the 2025 Pavement Maintenance Project, Authorizing a Budget Amendment and Authorizing the Filing of a Notice of Completion

Prepared By: Dane H. Schilling – City Engineer
Allison Cronk – Coastland | DCCM Civil Engineering

Recommendation:

Staff recommends that the Wheatland City Council adopt Resolution 59-25 (Attachment 1) accepting the improvement work performed by VSS International, Inc. for construction of the 2025 Pavement Maintenance Project, authorizing a budget amendment in the amount of \$2,678.40, and authorizing the City Manager to file a Notice of Completion (Attachment 2) for the project.

Discussion:

In February 2022, the City Council accepted its first Pavement Management Program which provided an assessment of the 18-miles of City maintained streets and provided a framework for the implementation of maintenance efforts.

On June 3, 2025, the City Council adopted Resolution No. 20-25 which identified streets to be considered for resurfacing as part of the Roadway Maintenance and Rehabilitation Act SB1 funds. As a result, the streets included in the 2025 Pavement Maintenance Project (“Project”) were identified.

On June 10, 2025, the City Council adopted Resolution No. 21-25 which authorized the City Manager to advertise the City of Wheatland 2025 Pavement Maintenance Project for bids.

On August 12, 2025, the City Council adopted Resolution No. 36-25 which authorized the City Manager to award a construction contract to VSS International, Inc. of West Sacramento, California in the amount of \$262,000.00 for the 2025 Pavement Maintenance Project and authorized the City Manager to expend up to \$31,700.00 for unforeseen and additional costs that may arise during construction.

There was one (1) contract change order filed for the project. Project change order (PCO) No. 1 consisted of additional striping requested by the City to include: a centerline on McDevitt; stop bars and legends on Stineman Ct., Rose Ave., Chana Way, Brock Drive (2 total), Spenceville Rd., McCurry St. (2 total), Anderson Way (2 total), and Johnson St.; crosswalks at Spenceville Rd. and McCurry St., Spenceville Rd. and Nichols Rd, and Mesa St. and C St. (2 total); turn lane lines, merge lane lines, and arrows on Spenceville Rd. and McCurry St.; and “Keep Clear” legend and boundary in front of the Fire Station. The total change order amount was \$34,378.40 which is \$2,678.40 greater than the approved \$31,700.

A final inspection was performed on December 2, 2025, by City Staff and Coastland | DCCM. The work was found to be complete and in accordance with the contract documents.

Fiscal Impact:

2025 Pavement Maintenance As-Constructed Cost

Item	Estimated Costs
Project Management & City Engineer	\$9,000
Engineering	\$26,000
Construction	\$262,000
Construction Management & Inspection	\$20,000
Subtotal	\$317,000
Contingency (10%)	\$31,700
Change Order Amount Remaining	\$2,678.40
Total	\$351,378.40

The current estimate of funding sources, project costs, and estimated remaining balances are given in the table below:

2025 Pavement Maintenance Project Funding

	SB 1	TDA	CIRA
Estimated Funding Amount	\$ 410,000	\$60,000	\$25,000
As-Bid Estimate	-\$263,700	-\$60,000	-\$25,000
Additional Change Order Amount	-2,678.40	-\$0	-\$0
Remaining Balance	\$143,621.60	\$0	\$0

Attachments:

Attachment 1 – Resolution 59-25

Attachment 2 – Notice of Completion

RESOLUTION NO. 59-25

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WHEATLAND ACCEPTING THE WORK PERFORMED BY VSS INTERNATIONAL, INC. FOR CONSTRUCTION OF THE 2025 PAVEMENT MAINTENANCE PROJECT, AUTHORIZING A BUDGET AMENDMENT AND AUTHORIZING THE CITY MANAGER TO FILE A NOTICE OF COMPLETION FOR THE PROJECT.

WHEREAS, In February 2022, the City Council adopted its first Pavement Management Program which provided an assessment of over 18-miles of City maintained streets and which provides a framework for the priority of street maintenance efforts; and

WHEREAS, on June 10, 2025, the City Council adopted Resolution 20-25 approving a list of potential projects to be funded in full or in part in Fiscal Year 2025-26 with State of California Road Maintenance and Rehabilitation Account (RMRA) revenues; and

WHEREAS, the City Council adopted Resolution 21-25 authorizing City staff to solicit bids for the 2025 Pavement Maintenance Project; and

WHEREAS, on July 29, 2025, the bid period closed and the City received three bids for construction of the Project. The City Engineer reviewed the bids and determined that VSS International, Inc. of West Sacramento, California submitted the lowest responsive and responsible Base Bid in the amount of \$210,000.00, where the Base Bid is specified in the request for bids as the basis for determining the low bidder; and

WHEREAS, the City Engineer determined that Base Bid amount plus alternates for Stineman Court (Bid Alternate 1) and Hamon Court (Bid Alternate 2) for a total construction contract amount of \$262,000.00 is within the budget established for construction of the Project; and therefore the City Engineer recommended awarding the Base Bid plus Bid Alternates 1 and 2 to VSS International, Inc.; and

WHEREAS, on August 12, 2025, the City Council adopted Resolution No. 36-25 which authorized the City Manager to award a construction contract to VSS International, Inc. of West Sacramento, California in the amount of \$262,000.00 for the 2025 Pavement Maintenance Project and authorized the City Manager to expend up to \$31,700.00 for unforeseen and additional costs that may arise during construction; and

WHEREAS, on October 10, 2025, VSS International, Inc. submitted a change order in the amount of \$34,378.40 for additional striping work that was requested by the City. The change order is \$2,678.40 greater than the authorized expenditure amount approved by City Council on August 12, 2025; and

WHEREAS, on December 2, 2025, the Contractor completed all work associated with the Project, and the City staff inspected the work and found the work complete in accordance with the approved plans and specifications for the Project.

NOW, THEREFORE IT IS HEREBY RESOLVED, ORDERED AND FOUND by the City Council of the City of Wheatland, State of California, that the City Council authorizes the City Manager to accept the work completed by VSS International, Inc. of West Sacramento, California for construction of the 2025 Pavement Maintenance Project, authorizes a budget amendment to the project of \$2,678.40 from SB1 Gas Tax Funds, and authorizes the City Manager to file a Notice of Completion for the project.

PASSED AND ADOPTED by the City Council of City of Wheatland, State of California this 9th day of December 2025, by the following vote:

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

Angela Teter, Mayor

ATTEST:

Lisa Thomason, City Clerk

RECORDING REQUESTED BY

City of Wheatland-Engineering Dept.

AND WHEN RECORDED MAIL TO

Name: City of Wheatland

Address: 111 C Steet

City & State: Wheatland, CA 95692

G.C. 6103

SPACE ABOVE FOR RECORDER'S USE

Notice of Completion

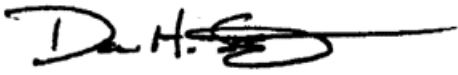
Notice is hereby given that:

1. The name and address of the owner of the real property described in paragraph 6 herein is the City of Wheatland, 111 C Street, Wheatland, CA 95692.
2. That the interest which the City of Wheatland owns the described real property is Fee Simple.
3. The construction works hereinafter described was completed on the 2nd day of December 2025.
4. The work completed in general, consists of removal of existing pavement markings, placement of Polymer Modified Type II Slurry Seal, placement of new thermoplastic and painted pavement markings, and construction of concrete curb ramps.
5. That the name of the surety on the contractor's bond for payment on said contract is Western Surety Company.
6. Said work being commonly known as: 2025 Pavement Maintenance Project.

The Contract Documents and Specifications for said work are on file at the City of Wheatland, 111 C Street, Wheatland, California 95692, Yuba County, California.

The prime contractor for said work was:
 VSS International, Inc
 3785 Channel Drive
 West Sacramento, CA 95691

7. The location of said work, which is located along City streets and at the City Community Center, are within the legal boundary of the City of Wheatland, Yuba County, California.

By:  _____
Dane H. Schilling, City of Wheatland City Engineer

Verification

I am Bill Zenoni, the authorized agent of the City of Wheatland, the owner of the property described in the foregoing notice. I have read the foregoing notice and know the contents thereof, and the same of my own knowledge. I declare under penalty of perjury of the laws of the State of California that the foregoing is true and correct.

Dated: December 9, 2025, at Wheatland, California

Signature

Bill Zenoni
Print Name

Title: City Manager