

**EMPLOYMENT AGREEMENT (FIRE CHIEF) BETWEEN THE
CITY OF ORLAND AND JUSTIN CHANEY
Second Amendment**

The Employment Agreement (Fire Chief) by and between the City of Orland and Justin Chaney (Fire Chief), effective June 15, 2022, is hereby amended as follows:

ARTICLE 1. TERM OF EMPLOYMENT

Section 1.01. Appointment and Term.

The Fire Chief Employment Committee, established in the Agreement Between the City of Orland and the Orland Fire Protection District of Glenn County (District) Regarding Professional Fire Chief Services (City/District Agreement), a true and current copy of which is attached hereto and incorporated herein, has appointed Justin Chaney as Fire Chief. Employment shall continue pursuant to this employment contract with the City.

The term of employment shall commence June 16, 2022, and end on June 30, 2026.

ARTICLE 4. COMPENSATION OF FIRE CHIEF

Section 4.01. Compensation.

As compensation for the services to be rendered by Fire Chief herein, City shall pay Fire Chief the following amount per year as salary, effective July 1, 2025: \$115,260.00.

Salary review, January 2026:

City to present Chief with general fund revenue actually received from 7/1/25 through 12/31/25, compared with projection over that same period, and review compensation using that financial data.

ARTICLE 5. FIRE CHIEF BENEFITS

Section 5.02. Other Benefits.


Fire Chief shall receive health insurance benefits, including medical, dental and vision benefits as provided in the Orland Police Officers Association MOU; retirement benefits at PERS PEPRA Public Safety formula with employee contribution per PEPRA system requirements (currently approximately 12%); holidays and all other fringe benefits in amounts and types equal to those of City department heads and subject to change as department head benefits may change; uniform allowance consistent with other public safety employees. Fire Chief is not

eligible for longevity bonuses, education stipends for degrees, licenses or certifications required as part of the fire chief job description.

Fire Chief is entitled to use of a City/District provided chief's motor vehicle and necessary fuel for business purposes under the terms of this Agreement. This vehicle shall be covered under the City's self-insured program of public liability insurance, and the City shall be liable for all business-related expenses incurred and related use of said vehicle. Business use, for purposes of this Agreement, include transportation from place of residence to/from locations of work and emergency response.

All other contract terms to remain in place.

Dated: 9-19-25




Fire Chief
Justin Chaney

Dated: 9/18/25



City Manager
Joe Goodman



Approved as to form,
Scott Drexel, City Attorney