

**EMPLOYMENT AGREEMENT (CHIEF OF POLICE) BETWEEN THE
CITY OF ORLAND AND RAYMOND JOSEPH VLACH
Second Amendment**

The Employment Agreement (Chief of Police) by and between the City of Orland and Raymond Joseph Vlach (Chief of Police), effective July 1, 2022, is hereby amended as follows:

ARTICLE 1. TERM OF EMPLOYMENT

Section 1.01. Appointment and Term.

Pursuant to City Manager appointment of Chief of Police under Orland Municipal Code section 2.12.120, City Manager has appointed Raymond Joseph Vlach as Chief of Police and hereby continues the employment of Raymond Joseph Vlach with City as Chief of Police for a period commencing July 1, 2022, and ending June 30, 2026.

ARTICLE 4. COMPENSATION OF CHIEF OF POLICE

Section 4.01. Compensation.

(a) As compensation for the services to be rendered by Chief of Police herein, City shall pay Chief of Police the following amount per year as salary, effective July 1, 2025: \$126,174.00.

Salary review, January 2026:

City to present Chief of Police 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. CHIEF OF POLICE BENEFITS

Section 5.02. Other Benefits.

Chief of Police shall receive medical insurance, retirement benefits 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; provided, however, that Chief of Police shall receive City Public Safety Employee PERS retirement, sick leave benefits, and health insurance benefits, as provided in the Orland Police Officers Association MOU; and further provided that the Police Chief shall not be eligible to receive any MOU-specified longevity or education incentives as additional compensation.


Chief of Police's duties require that he shall have the exclusive use of a motor vehicle for business purposes under the term of this agreement. This vehicle shall be unmarked and covered under the City's self-insured program of public liability insurance, and the City shall be

responsible for all business related expenses incurred and related to use of said vehicle. The vehicle shall also be equipped with any other emergency, communication, or special equipment as may be required by the Chief of Police.

City will pay the Chief of Police's membership in the following organizations: California Police Chiefs Association, Police Officer Research Association of California, and the FBI-Law Enforcement Executive Development Association.

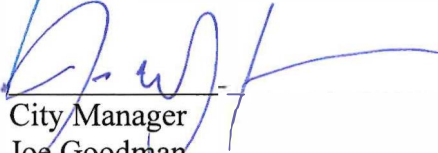
All other contract terms to remain in place.

Dated: 9/18/25




Chief of Police
Raymond Joseph Vlach

Dated: 9/18/25



City Manager
Joe Goodman



Approved as to form,
Scott Drexel, City Attorney