



# Folsom City Council Staff Report

<b>MEETING DATE:</b>	12/9/2025
<b>AGENDA SECTION:</b>	New Business
<b>SUBJECT:</b>	Resolution No. 11519 - A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding between the City of Folsom and the Folsom Police Officers Association (FPOA)
<b>FROM:</b>	Human Resources Department

## **RECOMMENDATION / CITY COUNCIL ACTION**

The Human Resources Director recommends that the City Council pass and adopt Resolution No. 11519 – A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding between the City of Folsom and the Folsom Police Officers Association (FPOA).

## **BACKGROUND / ISSUE**

The existing Memorandum of Understanding (MOU) between the City of Folsom and the Folsom Police Officers Association (FPOA) expires on December 31, 2025. The parties began negotiations on a new MOU on September 8, 2025, and reached a tentative agreement on October 23, 2025. The FPOA ratified the tentative agreement on November 25, 2025. The new proposed successor MOU is being presented to the City Council on December 9, 2025, for consideration and approval.

## **POLICY / RULE**

Government Code Title 1, Division 4, Chapter 10 commonly known as the Meyers-Miliias-Brown Act requires that representatives of the Governing Body of a public agency shall meet and confer in good faith regarding wages, hours, and other terms and conditions of employment with representatives of recognized employee organizations. Both parties shall endeavor to reach a tentative agreement within the scope of representation, and, if a tentative agreement is reached and ratified by the respective parties, they shall prepare a written memorandum of understanding.

## **ANALYSIS and FINANCIAL IMPACT**

A tentative agreement was reached by the parties and the proposed successor Memorandum of Understanding, which will be effective January 1, 2026, contains the following changes that have some economic impact, as outlined below. The changed provisions are as follows:

1. The MOU term will be for three (3) years: January 1, 2026, through December 31, 2028.
2. A cost-of-living adjustment (COLA) is provided for each year of the agreement:
  - Year 1: Effective January 1, 2026
    - 3% for all classifications
    - The cost for the first year of the COLA will increase salary and benefits by approximately \$590,092.
  - Year 2: Effective January 1, 2027
    - 3% for all classifications
    - The cost for the second year of the COLA will increase salary and benefits by approximately \$999,988.
  - Year 3: Effective January 1, 2028
    - 3% for all classifications
    - The cost for the third year of the COLA will increase salary and benefits by approximately \$1,047,620.
3. A Market Adjustment is provided for each year of the agreement:
  - Effective January 1, 2026, a Market Adjustment of 4% will be made for the following positions:
    - Police Officer
    - Police Corporal
    - Police Sergeant
  - Market Adjustment of 2.5% will be made for the following position:
    - Community Service Officer
  - The cost for the first year of the Market Adjustment will increase salary and benefits by approximately \$590,092.
  - Effective January 1, 2027, a Market Adjustment of 2.5% will be made for the following positions:
    - Police Officer
    - Police Corporal
    - Police Sergeant
    - Community Service Officer
    - Crime Analyst
  - The cost for the second year of the Market Adjustment will increase salary and benefits by approximately \$388,191

- Effective January 1, 2028, a Market adjustment of 2.5% will be made for the following positions:
  - Police Officer
  - Police Corporal
  - Police Sergeant
  - Community Service Officer
- The cost for the third year of the Market Adjustment will increase salary and benefits by approximately \$405,310

The cost of this agreement is as follows:

	Market Adj.	COLA	Market Adj.	COLA	Market Adj.	COLA	Cost by Fund
	Year 1		Year 2		Year 3		
<b>General Fund (010)</b>	\$ 590,092	\$ 582,670	\$ 388,191	\$ 999,988	\$ 405,310	\$ 1,047,620	<b>\$ 4,013,871</b>
<b>Total</b>	<b>\$ 1,172,762</b>		<b>\$ 1,388,179</b>		<b>\$ 1,452,930</b>		

4. Educational Incentive Pay

- Effective January 1, 2026, the educational incentive for Records Supervisor, Communication Supervisors and Dispatcher I/II will increase from a maximum of 10% to 12.5%, through a combination of POST and/or education incentives.
- Effective January 1, 2026, the educational incentive for employees in the position of Animal Control Officer is being added for a maximum incentive of 5% (2.5% for Associate’s Degree and 5% for Bachelor’s Degree).
- Effective January 1, 2026, employees hired prior to July 1, 2010, who are in possession of a Master’s Degree will receive an additional 5% incentive.

5. Detective Incentive

- Effective January 1, 2026, employees who are routinely and consistently assigned to the Detective Division shall receive a differential pay of 5%.

6. A variety of non-economical and clarification language changes were also agreed upon.

**ATTACHMENTS**

1. Resolution No. 11519 - A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding between the City of Folsom and the Folsom Police Officers Association (FPOA)
2. Proposed Memorandum of Understanding between the City of Folsom and the FPOA for the term of January 1, 2026, through December 31, 2028.

Submitted,

  
 Allison Garcia, Human Resources Director