



Folsom City Council Staff Report

MEETING DATE:	12/9/2025
AGENDA SECTION:	New Business
SUBJECT:	Resolution No. 11520 – A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding Between the City of Folsom and the Folsom Police Management Association (FPMA)
FROM:	Human Resources Department

RECOMMENDATION / CITY COUNCIL ACTION

The Human Resources Director recommends that the City Council pass and adopt Resolution No. 11520 – A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding between the City of Folsom and the Folsom Police Management Association (FPMA).

BACKGROUND / ISSUE

The existing Memorandum of Understanding (MOU) between the City of Folsom and the Folsom Police Management Association (FPMA) expires on December 31, 2025. The parties began negotiations on a new MOU on September 2, 2025, and reached a tentative agreement on December 1, 2025. The FPMA ratified the tentative agreement on December 3, 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-Milias-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 \$65,192.
 - 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 \$69,728.
 - 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 \$72,577.
3. A Market Adjustment is provided for the first two (2) years of the agreement
 - Effective January 1, 2026, employees will receive a Market Adjustment in the amount of 3%.
 - The cost of the first year Market Adjustment will increase salary and benefits by approximately \$65,192.
 - Effective January 1, 2027, employees will receive a Market Adjustment in the amount of 2%.
 - The cost of the second year Market Adjustment will increase salary and benefits by approximately \$46,069.

Total Cost of this agreement is:

	Market Adj.	COLA	Market Adj.	COLA	COLA	Cost by Fund
	Year 1		Year 2		Year 3	
General Fund (010)	\$ 65,192	\$ 65,192	\$ 46,069	\$ 69,728	\$ 72,577	\$ 318,758
Total	\$ 130,384		\$ 115,797		\$ 72,577	

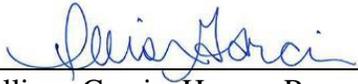
4. A variety of non-economical and clarification language changes were also agreed upon.

ATTACHMENTS

1. Resolution No. 11520- A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding between the City of Folsom and the Folsom Police Management Association (FPMA)

2. Proposed Memorandum of Understanding between the City of Folsom and the FPMA for the term of January 1, 2026, through December 31, 2028.

Submitted,



Allison Garcia, Human Resources Director