



# Folsom City Council Staff Report

<b>MEETING DATE:</b>	12/9/2025
<b>AGENDA SECTION:</b>	New Business
<b>SUBJECT:</b>	Resolution No. 11521 - A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding Between the City of Folsom and the City of Folsom Fire Department Middle Management Employees
<b>FROM:</b>	Human Resources Department

## **RECOMMENDATION / CITY COUNCIL ACTION**

The Human Resources Director recommends that the City Council pass and adopt Resolution No. 11521 – A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding Between the City of Folsom and the City of Folsom Fire Department Middle Management Employees.

## **BACKGROUND / ISSUE**

The existing Memorandum of Understanding (MOU) between the City of Folsom and the City of Folsom Fire Department Middle Management Employees expires on December 31, 2025. The parties began negotiations on a new MOU on September 11, 2025, and reached a tentative agreement on December 3, 2025. The City of Folsom Fire Department Middle Management Employees 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) will be provided for each year of the agreement:
  - o Year 1: Effective January 1, 2026
    1. 2.5% for all classifications
    2. The cost for the first year of the COLA will increase salary and benefits approximately \$64,560
  - o Year 2: Effective January 1, 2027
    1. 2.5% for all classifications
    2. The cost for the second year of the COLA will increase salary and benefits approximately \$66,174
  - o Year 3: Effective January 1, 2028
    1. 2.5% for all classifications
    2. The cost for the third year of the COLA will increase salary and benefits approximately \$67,828
3. Dental and Vision City Contribution
  - o Employees enrolled in Dental and Vision benefits will receive an increase in the City’s monthly premium contribution from 80% to 100% for employee and any eligible dependents.
4. A variety of non-economical and clarification language changes were also agreed upon.

**ATTACHMENTS**

1. Resolution No. 11521 - A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding between the City of Folsom and the City of Folsom Fire Department Middle Management Employees.
2. Proposed Memorandum of Understanding between the City of Folsom and the City of Folsom Fire Department Middle Management Employees for the term of January 1, 2026, through December 31, 2028.

Submitted,

  
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Allison Garcia, Human Resources Director