



Folsom City Council Staff Report

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| MEETING DATE: | 9/9/2025 |
| AGENDA SECTION: | New Business |
| SUBJECT: | Resolution No. 11458- A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding Between the City of Folsom and the Sacramento Area Firefighters Local 522, IAFF, Folsom Unit |
| FROM: | Human Resources Department |

RECOMMENDATION / CITY COUNCIL ACTION

The Human Resources Director recommends that the City Council pass and adopt Resolution No.11458– A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding Between the City of Folsom and the Sacramento Area Firefighters Local 522, IAFF, Folsom Unit.

BACKGROUND / ISSUE

The existing Memorandum of Understanding (MOU) between the City of Folsom and the Sacramento Area Firefighters Local 522, IAFF, Folsom Unit expired on June 30, 2025. The parties began negotiations on a new MOU on February 24, 2025, and reached a tentative agreement on August 22, 2025. The Sacramento Area Firefighters Local 522 ratified the tentative agreement on August 28, 2025. The new proposed successor MOU is being presented to the City Council on September 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 July 1, 2025, 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: July 1, 2025, through June 30, 2028.
2. A Cost-of-living adjustment (COLA) will be provided for each year of the agreement:
 - Year 1: Effective July 1, 2025
 - 2.5% for all classifications
 - The cost for the first year of the COLA will increase salary and benefits approximately \$337,456.
 - Year 2: Effective July 1, 2026
 - 2.5% for all classifications
 - The cost for the second year of the COLA will increase salary and benefits approximately \$465,589.
 - Year 3: Effective July 1, 2027
 - 2.5% for all classifications
 - The cost for the third year of the COLA will increase salary and benefits approximately \$658,698.
3. Tuition Reimbursement
 - Tuition/books reimbursement increase from \$1,500 per fiscal year to \$2,500 per fiscal year.
 - The cost of the increase in educational incentive pay will be approximately \$20,500.
4. Longevity Pay
 - Employees with ten (10) or more years of full-time continuous City service will be eligible to receive 2 ½% of their base salary.
 - The cost will be approximately \$35,500.
5. Paramedic Incentive Pay
 - Effective the first pay period following ratification, Firefighters, Fire Engineers and Fire Captains that maintain paramedic licensure will receive the following incentive pay:
 - 1) Firefighter – 9% of base wage (currently \$765/mo)
 - 2) Fire Engineer – 6% of base wage (currently \$600/mo)
 - 3) Fire Captain – 5% of base wage (currently \$550/mo)
 - Effective first full pay period in July 2027:
 - 1) Firefighter – 10% of base wage.
 - 2) Fire Engineer – 7% of base wage.
 - 3) Fire Captain – 6% of base wage.
 - For FY 2027-28, the cost will be approximately \$143,721.

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

ATTACHMENTS

1. Resolution No. 11458- A Resolution Authorizing the City Manager to Execute a Memorandum of Understanding between the City of Folsom and the Sacramento Area Firefighters Local 522, IAFF, Folsom Unit.
2. Proposed Memorandum of Understanding between the City of Folsom and the Sacramento Area Firefighters Local 522, IAFF, Folsom Unit for the term of July 1, 2025, through June 30, 2028.

Submitted,



Allison Garcia, Human Resources Director