



**City of Grass Valley
City Council
Agenda Action Sheet**

Title: Memorandum of Understanding with the Sierra Nevada Firefighters, IAFF Local 3800 (Unit 8) for the Period January 1, 2026 - December 31, 2026

CEQA: Not a Project

Recommendation: Adopt Resolution No. 2026-08 approving a twelve (12) month Memorandum of Understanding between the City of Grass Valley and the Sierra Nevada Firefighters, IAFF Local 3800 (Unit 8), effective January 1, 2026, through December 31, 2026.

Prepared by: Jennifer Styczynski, Finance Director

Council Meeting Date: 04/14/2026

Date Prepared: 04/09/2026

Agenda: Consent

Background Information: Over the past several months, the City's labor negotiations team has met with representatives of the Sierra Nevada Firefighters, IAFF Local 3800 (Unit 8) to negotiate a successor Memorandum of Understanding (MOU) effective January 1, 2026.

The parties have reached agreement on all terms and conditions, and Unit 8 has formally ratified the MOU. The agreement is now presented to the City Council for approval.

Key provisions of the MOU include:

- 2.0% cost-of-living adjustment (COLA), retroactive to the first full pay period following January 1st, 2026
- Reduction of the Classic CalPERS employee contribution from 12% to 9%, effective upon CalPERS approval (12% remains in effect until implemented)
- Alignment of educational incentive pay language with other City MOUs, limiting incentives to the highest degree only (no stacking), with rates of 2.5% (certificate/AA), 5% (BA), and 7.5% (MA)
- Increase in paramedic incentive pay from \$600 to \$750 per month, limited to nine (9) employees

Council Goals/Objectives: Approval of this MOU supports the City's Strategic Plan goal of maintaining a productive and efficient workforce.

Fiscal Impact: The estimated cost of the agreement for the period January 1, 2026, through December 31, 2026, is approximately \$81,500 across the General Fund, Measure E, and Measure B.

Budget adjustments for FY 2025-26 were included in the mid-year budget review. Costs for July through December will be incorporated into the FY 2026-27 budget.

Funds Available: Yes

Account #: 100 - General Fund
200 - Measure E
207 - Measure B

Reviewed By: Interim City Manager

Attachments: Resolution No. 2026-08
Memorandum of Understanding - Unit 8 Red-lined
Exhibit A to Memorandum of Understanding (Salary Schedule)