



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: MAY 12, 2026
DEPARTMENT: HUMAN RESOURCES
FROM: MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR
TITLE: SALINAS FIREFIGHTERS ASSOCIATION (IAFF LOCAL 1270)
MEMORANDUM OF UNDERSTANDING; MODIFICATION TO
CLASSIFICATION – SALARY SCHEDULE

RECOMMENDED MOTION:

A motion authorizing the City Manager to sign the Memorandum of Understanding (MOU) with the Salinas Firefighters Association (IAFF Local 1270) for term ending December 31, 2027, and approving modification to the Classification – Salary Schedule.

EXECUTIVE SUMMARY:

It is recommended that the City Council approve a Resolution authorizing the City Manager to sign a new Memorandum of Understanding with the Salinas Firefighters Association and authorizing modification to the Classification – Salary Schedule.

BACKGROUND:

Representatives of the City and the Salinas Firefighters Association have met and have reached tentative agreement on the terms of a new Memorandum of Understanding consistent with City Council direction. New provisions include the following:

- Term: January 1, 2026 – December 31, 2027
- Wages: 3% increase on May 25, 2026; 2% market adjustment on May 25, 2026; 2% increases in first full pay periods following January 1, 2027, and July 1, 2027
- One-time payment: \$2,000
- Health insurance premium: City contribution at 94% of PORAC plan starting in 2027
- Special pay: remove two-assignment limit; remove paramedic pay from 17.5% cap; add 5% drone operator premium
- Other language changes

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

CALIFORNIA GOVERNMENT CODE §84308 APPLIES:

No.

STRATEGIC PLAN INITIATIVE:

This proposed action supports the Council goals of City Services and Public Safety.

DEPARTMENTAL COORDINATION:

Administration, Human Resources, Finance, and the City Attorney’s Office collaborated in this process.

FISCAL AND SUSTAINABILITY IMPACT:

The projected cumulative cost of the new MOU is approximately \$2.3 million and is scheduled to be paid as follows:

FY 2025/26 (1.5 months): \$272,616

FY 2026/27 (12 months): \$1,241,323

FY 2027/28 (6 months): \$798,861

Salaries beyond the current fiscal year will be included in future budget development processes.

Fund	General Ledger Number (Operating/CIP)	General Ledger Account Name	Remaining Budget Appropriation	Amount Requested
1000 - 1200	61.1100 – 61.9990	Salaries and Benefits	\$0	\$272,616

ATTACHMENTS:

- Resolution
- Proposed Memorandum of Understanding

RESOLUTION NO. _____ (N.C.S.)

A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING FOR THE SALINAS FIREFIGHTERS ASSOCIATION AND AUTHORIZING THE CITY MANAGER TO SIGN THE MEMORANDUM OF UNDERSTANDING AND AUTHORIZING MODIFICATION TO THE CLASSIFICATION - SALARY SCHEDULE

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the City Manager is hereby authorized and directed for and on behalf of the City of Salinas to sign the Memorandum of Understanding with the Salinas Firefighters Association (International Association of Fire Fighters Local 1270) and authorizing the corresponding modification to the Classification-Salary Schedule.

PASSED AND APPROVED this 12th day of May 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Dennis Donohue, Mayor

ATTEST:

Patricia M. Soratos, City Clerk