



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: JANUARY 13, 2026

DEPARTMENT: ADMINISTRATION

FROM: RENE MENDEZ, CITY MANAGER

BY: MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR

TITLE: FIRE SUPERVISORS ASSOCIATION 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 Fire Supervisors Association (FSA), for a term ending on December 31, 2026, and approving modifications to the Classification – Salary Schedule for the wage adjustments.

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 FSA and authorizing modifications to the Classification – Salary Schedule.

BACKGROUND:

The MOU between the City and the FSA expired on December 31, 2025. Representatives of the City and FSA met and conferred in good faith through the collective bargaining process and have reached a tentative agreement on the terms of a new MOU consistent with the City Council direction. The attached MOU between the City and FSA is the result of several weeks of negotiation between the parties. Highlights of the MOU changes include the following:

- Term: One year (January 1 - December 31, 2026)
- Wages: 3% salary increase effective January 19, 2026; additional 1% increase for the Deputy Fire Chief and Fire Division Chiefs effective January 19, 2026
- Tuition assistance: Increase from \$1,000 to \$2,000
- Uniform allowance: Increase from \$1,200 to \$2,000
- On-call pay: Increase from \$3 to \$5 per hour
- Bilingual premium: Maintain 5% for all eligible members
- Health insurance premium: Revised cost sharing based on PORAC plan
- Other Terms: Language/process clean-up

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:

The proposed action meets the City Services Council goal ensuring fiscal responsibility and financial management.

DEPARTMENTAL COORDINATION:

Administration, Finance, Human Resources, and Legal collaborated in this process.

FISCAL AND SUSTAINABILITY IMPACT:

The projected cumulative cost of the FSA adjustments over the term of the MOU is approximately \$55,842 in FY 2025-26 (6 months) and \$55,842 in FY 2026-27 (6 months).

Fund	General Ledger Number (Operating/CIP)	General Ledger Account Name	Remaining Budget Appropriation	Amount Requested
1000	Fire Department (FSA)	Salaries and Benefits	\$0	\$55,842

ATTACHMENTS:

Resolution
FSA Tentative Agreement
FSA Memorandum of Understanding

RESOLUTION NO.

**A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING FOR THE
FIRE SUPERVISORS 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 for the Fire Supervisors Association and authorizing the corresponding modification to the Classification – Salary Schedule.

PASSED AND APPROVED this 13th day of January, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Dennis Donohue, Mayor

ATTEST:

Patricia M. Soratos, City Clerk