



City Council Staff Report

Subject: 2025-2028 Memorandum of Understanding with Rocklin Firefighters, Local 522

Date: August 12, 2025

Submitted By: Tameka Usher, Administrative Services Director

Department: Administrative Services - Human Resources

Recommendation:

Adopt a Resolution of the City Council of the City of Rocklin Approving the Negotiated Memorandum of Understanding Between the City of Rocklin and the Rocklin Firefighters, Local 522, for the term of July 1, 2025 - June 30, 2028 and Adopt the Updated Fire Salary Schedule.

Background:

Title 2 of the California Code of Regulations, Section 570.5 requires the City's salary schedules to be adopted at a public meeting. The term of the current Memorandum of Understanding (MOU) between the City of Rocklin (City) and Rocklin Firefighters, Local 522 (Local 522), ended on June 30, 2025.

Pursuant to the Meyers-Milias-Brown Act (Government Code sections 3500 et seq.), representatives of Local 522 and the City have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment for the represented employees. The City and Local 522 jointly prepared a successor MOU for the term of July 1, 2025, through June 30, 2028, reflecting mutually agreed-upon revisions to certain terms and conditions, which were reached via tentative agreement on June 30, 2025. Staff recommends the City Council adopt the Resolution (Attachment 1) approving the MOU and the associated updated salary schedule. Because a tentative agreement was reached before the previous MOU expired, staff also recommends the agreement be retroactively approved effective as of July 12, 2025, which is the first full pay period in July.

Subject to the provisions in the MOU, those revised terms and conditions with a City cost impact are summarized below, along with the estimated annual cost.

1. Effective July 12, 2025, the City will increase base wages for all classifications in this unit by 2.0%. Estimated cost \$122,600.
2. Effective the first full pay period of July 2026, the City will increase base wages for all classifications in this unit by 2.0%. Estimated cost \$251,000.
3. Effective the first full pay period of July 2027, the City will increase base wages for all

classifications in this unit by 2.0%. Estimated cost \$409,500.

4. Effective the first full pay period of January 2028, the City will increase base wages for all classifications in this unit by 1.0%. Estimated cost \$37,200.
5. Effective July 12, 2025, the City will increase the paramedic pay incentive by \$150. Estimated cost for the duration of the contract \$159,600.
6. Effective July 12, 2025, the City will implement longevity pay at 2.5% after completion of 20 years of employment with the City's Fire Department. Estimated cost for the duration of the contract \$109,000.
7. Effective January 1, 2026, the City will contribute 100% of the 2026 Kaiser Employee +1 medical premium. Estimated maximum cost for the duration of the contract \$1,192,000, assuming that all employees select an equivalent cost medical plan.

Other Terms and Conditions which are recommended for update, and which have little or unknown direct cost impact include, but are not limited to:

- Change the union name from Rocklin Firefighters' Union Local 3847 to Rocklin Firefighters, Local 522.
- Creation of a Field Training Officer Pay at 5% when the Chief or Deputy Fire Chief designates staff as a Field Training Officer.
- Increase salary upon promotion from 5% to a minimum of 10%.
- For the salary survey agencies, the City will remove the City of Chico and include the City of Lincoln.
- Effective July 12, 2025 adding a health opt-out incentive of \$350 for employees only and \$325 for employees + one and family. Employees are only eligible if they do not select a City medical plan and show proof of other equivalent medical coverage.
- Agreement to continue negotiating retirement medical benefits for employees hired on or after July 1, 2025.
- Agreement to use the updated performance evaluation documents.
- Additional "housekeeping" language changes are included in the recommended MOU.

Fiscal Impact:

The total estimated fiscal impact of the three year MOU is \$2,280,900, broken down as follows:

Year 1: \$592,000

Year 2: \$737,000

Year 3: \$951,900

Sufficient funds are available in the Fiscal Years 2025/26 & 2026/27 Operating Budget for the first two years' costs; costs for year three will be included in during subsequent budget preparation.

ATTACHMENTS:

1. Resolution
2. Resolution Exhibit 1 - Fire MOU
3. Resolution Exhibit 2 - Fire Salary Schedule
4. Rocklin Firefighters, Local 522 MOU Red-line