

Amendment to the Meet and Confer Agreement
Between the San Marcos Professional Firefighters Association
Local #3963 and the City of San Marcos:

A Memorandum of Understanding

STATE OF TEXAS §
 §
COUNTY OF HAYS §

This Memorandum of Understanding, MOU herein, is entered into by the City of San Marcos, City herein, and the San Marcos Professional Firefighters Local Association Local #3963, Association herein, in accordance with and under the authority of Chapter 142.051 et. seq., Texas Local Government Code and the current Meet and Confer Agreement 2023-2026, Article 17: Duration of Agreement, Agreement herein, as set forth below:

I. RECITALS

WHEREAS, on August 9, 2023 the City and the ASSOCIATION entered into a three year Agreement which provided for benefits, working conditions and the amount of compensation the City would pay firefighters of the San Marcos Fire Department for the period beginning October 1, 2023 and ending September 30, 2026 (“MCA”); and

WHEREAS, Article 17, Section 2 of the Agreement permits the City and the Association to extend the current Agreement for a one year period; and

WHEREAS, the Parties agree to extend the Agreement by one year to September 30, 2027; and

WHEREAS, the City of San Marcos, by and through the City Manager, agreed with the Association prior to January 1, 2026 to extend the Agreement and to provide the firefighters, as defined in Article I of the Meet and Confer Agreement, with a 4.5% base pay increase beginning October 1, 2026; subject to ratification by vote of the Association and approval by resolution of the City of San Marcos City Council; and

WHEREAS, the Association voted to accept the extension of the Agreement on _____ and ratified the extension with the 4.5% base pay increase noted above;

NOW, THEREFORE, in consideration of the mutual covenants hereinafter set forth, it is agreed between the parties as follows:

II. AGREEMENT

This MOU shall extend the current Agreement from October 1, 2026 to September 30, 2027 pursuant to Article 17 of the Agreement.

This Memorandum of Understanding, upon execution, shall become an Appendix to the existing Agreement and shall become part of the Agreement as if specifically set forth therein. It is agreed and understood by both parties to this MOU that the provisions and/or conditions set forth herein are mutually acceptable and beneficial to the City and the Association.

All the recitals and preambles hereinabove stated are found to be true and correct and are incorporated herein and made a part of this MOU.

The parties agree that the 4.5% pay increase shall be added to firefighter's base pay.

The obligations and undertakings of each of the parties to this MOU shall be performable at San Marcos, Hays County, Texas.

The laws of the State of Texas govern all of this MOU.

This MOU can be supplemented and/or amended only by a dated and written document executed by both the Association and the City.

This MOU shall bind, and the benefits thereof shall inure to the respective parties hereto, their legal representative, executors, administrators, successors, and assigns.

EXECUTED this _____ day of _____, 2025.

Stephanie Reyes
City Manager
City of San Marcos, Texas

David Tomas
President, San Marcos Professional
Fire Fighters Association