

**RESOLUTION NO. 2025-210R**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN MARCOS, TEXAS APPROVING A MEMORANDUM OF UNDERSTANDING WITH THE SAN MARCOS FIREFIGHTERS ASSOCIATION LOCAL NO. 3963 TO EXTEND THE CURRENT MEET AND CONFER AGREEMENT TO SEPTEMBER 30, 2027 AND TO PROVIDE A FOUR AND ONE-HALF PERCENT BASE PAY SALARY INCREASE FOR FIREFIGHTERS BEGINNING OCTOBER 1, 2026; AUTHORIZING THE CITY MANAGER, OR HER DESIGNEE, TO EXECUTE THE MEMORANDUM OF UNDERSTANDING; AND DECLARING AN EFFECTIVE DATE.**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SAN MARCOS, TEXAS:**

**PART 1.** The attached Memorandum of Understanding with the San Marcos Firefighters Association Local #3963 is hereby approved.

**PART 2.** The City Manager, or her designee, is hereby authorized to execute said Memorandum of Understanding on behalf of the City.

**PART 3.** This resolution shall be in full force and effect from and after its passage.

**ADOPTED** on November 5, 2025.

Jane Hughson  
Mayor

Attest:

Elizabeth Trevino  
City Clerk