



May 13, 2026

TO: Adam Thongsavat, Mayor's Liaison to the Board of Supervisors,
Dexter Damali, Mayor's Legislative & Ethics Secretary
Board of Supervisors

FROM: Aliya Chisti, Senior Policy Analyst

RE: Successor Memorandum of Understandings, Memorandum of Understanding Amendments, and Unrepresented Ordinance

The Department of Human Resources respectfully requests submission for 4 items on Friday May 15, 2026 to the Clerk of the Board, for legislative introduction at the Tuesday May 19, 2026 Board meeting with a 30-day waiver.

The 4 items are: the Memorandum of Understanding (MOU) for the Municipal Executives' Association, Fire, Municipal Executives' Association, Police, covering July 1, 2026 through June 30, 2030, the Unrepresented Ordinance, covering July 1, 2026 – June 30, 2027, and an amendment to the Memorandum of Understanding for Machinists Union, Local 1414, covering July 1, 2024 – June 30, 2027.

The agreements establish wages, benefits, and working conditions for represented employees and include negotiated updates to compensation, premiums, and working conditions. Additional details are outlined in the bargaining summaries.

Successor Memorandum of Understandings:

Municipal Executives' Association, Fire Folder (July 1, 2026 through June 30, 2030)

- 1) Ordinance Municipal Executives' Association, Fire (2026-2030)-Signed Redline
- 2) Ordinance – Municipal Executives' Association, Fire (2026-2030) – Word
- 3) MOU – Municipal Executives' Association, Fire (2026-2030) – Redline
- 4) MOU – Municipal Executives' Association, Fire (2026-2030) – Final (Word)
- 5) MOU – Municipal Executives' Association, Fire (2026-2030) – Final (Signed PDF)
- 6) DHR Bargaining Summary- Municipal Executives' Association, Fire (2026-2030)

Municipal Executives' Association, Police Folder (July 1, 2026 through June 30, 2030)

- 7) Ordinance – Municipal Executives' Association, Police (2026-2030) – Signed Redline
- 8) Ordinance – Municipal Executives' Association, Police (2026-2030) – Word
- 9) MOU – Municipal Executives' Association, Police (2026-2030) – Redline
- 10) MOU – Municipal Executives' Association, Police (2026-2030) – Final (Word)
- 11) MOU – Municipal Executives' Association, Police (2026-2030) – Final (Signed PDF)
- 12) DHR Bargaining Summary – Municipal Executives' Association, Police (2026-2030)

Unrepresented Ordinance

- 13) Ordinance – Unrepresented Ordinance (2026-2027) – Signed Redline
- 14) Ordinance – Unrepresented Ordinance (2026-2027) – Word
- 15) Legislative Digest – Unrepresented Ordinance (2026-2027) – Final (PDF)
- 16) Legislative Digest – Unrepresented Ordinance (2026-2027) – Final (Word)
- 17) List of Unrepresented Job Codes 001
- 18) List of Unrepresented Job Codes 002

Memorandum of Understanding Amendments:

Machinists Union, Local 1414 (July 1, 2024, through June 30, 2027) Amendment #1

- 19) Ordinance – Machinists Union, Local 1414 (July 1, 2024, through June 30, 2027) Amendment #1– Signed Redline
- 20) Ordinance – Machinists Union, Local 1414 (July 1, 2024, through June 30, 2027) Amendment #1– Word
- 21) MOU Amendment – Machinists Union, Local 1414 (July 1, 2024, through June 30, 2027) – Final (Signed PDF)

Thank you.