

City and County of San Francisco  
Carol Isen  
Human Resources Director



Department of Human Resources  
*Connecting People with Purpose*  
www.sfdhr.org

May 14, 2026

TO: Angela Calvillo, Clerk of the Board  
Board of Supervisors

FROM: Ardis Graham, Employee Relations Director  
Department of Human Resources

RE: Memorandum of Understandings

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2026 MAY 14 PM03:22

Attached please find the following Successor Memorandum of Understandings and Amendments:

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

- Ordinance Municipal Executives' Association, Fire (2026-2030)-Signed Redline
- Ordinance – Municipal Executives' Association, Fire (2026–2030) – Copy
- MOU – Municipal Executives' Association, Fire (2026–2030) – Redline & Copy
- MOU – Municipal Executives' Association, Fire (2026–2030) – Final & Copy
- DHR Bargaining Summary- Municipal Executives' Association, Fire (2026–2030)

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

- Ordinance – Municipal Executives' Association, Police (2026–2030) – Signed Redline
- Ordinance – Municipal Executives' Association, Police (2026–2030) – Copy
- MOU – Municipal Executives' Association, Police (2026–2030) – Redline & Copy
- MOU – Municipal Executives' Association, Police (2026–2030) – Final & Copy
- DHR Bargaining Summary – Municipal Executives' Association, Police (2026–2030)

**Unrepresented Ordinance (July 1, 2026 through June 30, 2027)**

- Ordinance – Unrepresented Ordinance (2026–2027) – Signed Redline
- Ordinance – Unrepresented Ordinance (2026–2027) – Copy
- Legislative Digest – Unrepresented Ordinance (2026–2027) – Final & Copy
- List of Unrepresented Job Codes 001
- List of Unrepresented Job Codes 002

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

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

We request a waiver of the 30-day rule from the Board President.

Thank you.

Enclosures

cc: Carol Isen, Human Resources Director  
Kate Howard, Managing Deputy Director, DHR  
Gigi Whitley, Director of Policy and External Affairs, DHR

Angela Calvillo

May 15, 2024

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Aliya Chisti, Senior Policy Analyst, DHR

Cecilia Mangoba, Chief Labor Attorney

Kate Porter, Assistance Chief Labor Attorney

Greg Wagner, Controller

Adam Thongsavat, Liaison to the Board of Supervisors

Alisa Somera, Legislative Deputy Director, San Francisco Board of Supervisors

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