



POA Bargaining Summary

Issue	MOU Section	Summary
Term	Article IV Section 2	4-year contract: July 1, 2026 – June 30, 2030
Wages	Article III Section 1	<p>Effective July 1, 2026, represented employees will receive a base wage increase of 2.00%.</p> <p>Effective January 2, 2027, represented employees will receive a base wage increase of 1.00%.</p> <p>Effective July 1, 2027, represented employees will receive a base wage increase of 2.00%.</p> <p>Effective January 1, 2028, represented employees will receive a base wage increase of 1.00%.</p> <p>Effective July 1, 2028, represented employees will receive a base wage increase of 2.00%.</p> <p>Effective December 30, 2028, represented employees will receive a base wage increase of 1.00%.</p> <p>Effective July 1, 2029, represented employees will receive a base wage increase of 2.00%.</p> <p>Effective December 29, 2029, represented employees will receive a base wage increase of 1.00%.</p> <p>Effective close of business June 30, 2030, represented employees will receive a base wage increase of 2.00%.</p> <p>Because of the wage structure of this proposal, no wage deferrals/offramps will be utilized.</p>
Increase in Retention Pay	Article III Section 4	<p>Effective December 30, 2028 eligible employees receive an additional 1% at 10 years of service.</p> <p>Effective December 29, 2029 eligible employees receive an additional 2% at 8 years of service.</p>
Third Party Funded Recruitment Bonus	Article II Section 20	Effective July 1, 2026, laterally hired employees shall receive a \$20k non-pensionable signing bonus (\$10k within 30 days after the employee’s successful completion of the FTO program, and \$10k within 30 days after the employee’s successful completion of the probationary period) from a one time \$2 million grant fund until exhausted.
Field Training Officer Pay	Article III Section 4	Effective July 1, 2026, increased FTO Pay (Q2-Q4 \$6.88 → \$9.50 per hour; Q50 – Q52 \$5 → \$7 per hour; Station Coordinator \$125 → \$175 per pay period) to ensure sufficient number of employees to train expanding recruit classifications.



Employee Relations

City and County of San Francisco
Department of Human Resources

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Training Coordinator Pay	Article III Section 4	Effective July 1, 2026, increased Training Coordinator Pay \$125 → \$175 per pay period.
Holiday Pay for Lateral Hires	Article III Section 3	Effective July 1, 2026, laterally hired employees (i.e., fully sworn peace officers hired through the Lateral Entry Program) shall receive, one time only, an additional five (5) floating holidays (equivalent to forty (40) hours) upon initial hire.
Floating Holidays	Article III Section 3	Revises language so that floating holidays earned but not used in the fiscal year now automatically carries forward to next fiscal year.
In Lieu Holidays	Article III Section 3	Revises language so that in lieu holidays earned but not used in the fiscal year can now carry forward to next fiscal year
10B Overtime	Article III Section 2	Effective July 1, 2026, employees will not be eligible for 10B overtime assignments during hours on any type of leave except Physical Fitness Leave (PE); increased sick leave (SLP) hours usage from 20 → 40 in past 3 months for 10B eligibility.
Wellness	Article III Section 9	Effective July 1, 2026, increased wellness program cashout from 50 hours to 100 hours of sick leave (SLP).
Specialist Pay	Article III Section 4	Effective July 1, 2026, Specialist Pay premium increased from 3% to 5% bi-weekly.
Mounted Unit Pay	Article III Section 4	Effective July 1, 2026, a new 3% bi-weekly premium to employees assigned to Mounted Unit.
Marine Unit Pay	Article III Section 4	Effective July 1, 2026, a new 3% bi-weekly premium to employees assigned to Marine Unit.
Mayor's Detail Pay	Article III Section 4	Effective July 1, 2026, a new 3% bi-weekly premium to employees assigned to Mayor's Detail.
Experienced Officer Incentive Pay	Article III Section 4	Effective July 1, 2026, Experienced Officer Incentive premium increased from 2% to 3%.
Night Shift Differential	Article III Section 4	Effective July 1, 2026, night shift expanded by two hours from 6pm – 6am to 5pm - 7am.
Bomb Squad/SWAT Pay	Article III Section 4	Effective July 1, 2026, Bomb Squad/SWAT pay premium increased from 5% to 6% bi-weekly.
Filling Vacancies	Article II Section 2	Removes MOU language that reiterates Civil Service process for filling vacancies.



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Lineups (Association Access)	Article I Section 9	Revises lineups language to harmonize with other City MOUs' union access provisions
Grievance Procedure	Article I Section 5	New language that harmonizes grievance timeline and requirement that union provide supporting documentation when filing Step III
Shift Trades	Article II Section 9	Revises language to expand ability for employees to trade shifts with coordination of Lieutenant.
Court Time Midnight Hours Adjustment	Article III Section 5	Revises language so that employees assigned to midnight shift shall have the option to adjust their start time forward to allow the ending time of their shift to coincide with starting time of the court appearance at the discretion of the Officer-in-Charge (OIC).
Non-Emergency Special Events	Article II Section 13	Revises language so that the Department may adjust regular watches up to seven (7) hours per watch for up to six (6) days per fiscal year without incurring overtime costs.
Arbitration Panel	Article I Section 5	Revises language to replace two arbitrators on current list; provides new MOU process for replacing arbitrators.
Promotional Process	Article II Section 2	Adds new language that the parties shall convene a joint labor management committee to discuss promotional processes for all POA represented classifications.
Vacation Sign Up	Article II Section 11	Revises language to expand vacation sign up from each "unit" to each "division."
Retention Pay Condition	Article III Section IV	Eliminates language that restricts retention pay eligibility.
Experienced Officer Incentive Pay/Suspension	Article III Section IV	Eliminates language that restricts Experienced Officer Incentive pay eligibility.
Q25 Classification	Supposal – Memo to SFPOA	Agreement outside of MOU that the parties agree to meet and discuss the creation of a Q25 classification.
Clean Up of Expired Language	Throughout MOU	Removes nonexistent Health and Safety Committees. New language defines "Member" as used in MOU as Member of SFPD not a member represented by SFPOA. Revises "Chief of Department" to "Chief of Police" throughout MOU to reflect common usage. Removes outdated Retention Pay and Retirement Restoration language. Removes outdated Health and Dental Coverage language.