



**Municipal Executives'
 Association (MEA), Fire
 Chiefs**

MEA Fire Bargaining Summary

Issue	MOU Section	Summary
Severance Pay	Article II Section F	Increases maximum allowance to from 20 to 26 weeks of severance pay.
Wages	Article III Section A	<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>
Merit Pay	Article III Section A	Replaces current merit pay based recognition program with an annual merit pay program in which employees are eligible to receive between 0% and 5% lump sum payments. Caps the total to be distributed at 1% of base pay for the unit.
Retention Pay	Article III Section B	Reduces threshold from 24 to 12 months for 1% retention pay; reduces threshold from 30 to 24 months for additional 1% retention pay.
Training and Education and Trainer Achievement Pay	Article III Section B	Increases Training and Education Achievement pay from 6% to 9%. Inserts language recognizing bargaining unit members' roles as trainers in expanded San Francisco disaster preparedness training and increases premium from 9% to 10% on 12/30/28, and from 10% to 12% on 12/29/2029. Removes outdated language.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2026

Municipal Executives' Association (MEA), Fire Chiefs

Issue	MOU Section	Summary
Executive Leave	Article III Section E	Removes language prohibiting carryover of executive leave and replaces it with language requiring up to 5 days of executive leave to be carried over into subsequent years.
Compensatory Time Cash Out	Article III Section E	Requires cash out of all compensatory time upon promotion to a classification within this bargaining unit.
In Lieu Holidays	Article III Section G	Allows in lieu holiday carryover to next fiscal year.
Floating Holidays	Article III Section H	Replaces language allowing floating holiday carryover with language requiring floating holiday carryover to the next fiscal year.
Retirement Pick Up	Article III Section R	Removes outdated language regarding retirement restoration, which has already been paid.
Uniforms	Article III Section S	Inserts language recognizing requirements of San Francisco Administrative Code Section 64.2 prohibiting the provision of use of personal protective equipment containing PFAs.
Duration	Article V Section C	4-year contract: July 1, 2026 – June 30, 2030
Gender Pronoun Clean Up	N/A	Removes all gender pronouns and replaces them with titles of the parties in question (i.e. “the employee,” “the supervisor,” etc.).