

# **MEA Police and MEA Fire Tentative Agreements, FY27 Unrepresented Ordinance, and Amendment to Automotive Machinists Agreement**

Government Audit and Oversight Committee  
Board of Supervisors  
June 4, 2026





# Municipal Executives' Association Police and Fire Tentative Agreements

- **Term:** 4 years - July 1, 2026 through June 30, 2030
- **General Wage Increases:**
  - 7/1/26: 2.00%
  - 1/2/27: 1.00%
  - 7/1/27: 2.00%
  - 1/1/28: 1.00%
  - 7/1/28: 2.00%
  - 12/30/28: 1.00%
  - 7/1/29: 2.00%
  - 12/29/29: 1.00%
  - 6/30/30: 2.00%



# MEA Police Additional Terms

## **Merit Pay Changes:**

- Aligns annual merit bonuses with MEA Miscellaneous program
- Caps program at 1% of MEA Police payroll

## **Leadership Support:**

- Adds second pay step for 0490 Commander III to better align with responsibilities

## **Training:**

- Starting December 30, 2028: Adds premium pay for Management Peace Officer Standards Training (POST) certificate holders

## **Retention Pay:**

- Eligible for 1% retention pay premium at 12 months of service and an additional 1% at 24 months of service



# MEA-Fire Additional Terms

## **Merit Pay Changes:**

- Aligns annual merit bonuses with MEA Miscellaneous program
- Caps program at 1% of MEA Fire payroll

## **Training and Education:**

- Increases Training and Education Achievement pay by 3%
- Implements San Francisco disaster preparedness training with additional premium:
  - December 30, 2028: 1% increase
  - December 29, 2029: 2% increase



# Unrepresented Ordinance Summary

- Establishes annual compensation and working conditions for City employees not represented by an employee labor organization
- **Term:** 1 year - July 1, 2026 through June 30, 2027
- **General Wage Increases:**
  - 1/2/27: 2.00%
  - 6/30/27: 2.50%



# Automotive Machinists, Local 1414 Amendment

- First Amendment to 2024-2027 MOU with Machinists Union, Local 1414
- Adopts side letter agreement to modify Automotive and Maintenance Machinist Apprenticeship Program:
  - Ensures apprentices receive necessary training from hiring department
  - Eliminates department-to-department rotations



Thank You

