



MEA Police Bargaining Summary

Issue	MOU Section	Summary
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.
Compaction Adjustment	Article III Section A	Removes outdated language. Inserts additional 6% step for classification 0490 Commander after six months of service in the bargaining unit.
POST Certificate Premium	Article III Section B	Strikes outdated POST Certificate Premium language. Adds Management POST Certificate Premium of 1% effective 12/30/2028 which increases to 3% effective 12/29/2029.
Retention Pay	Article III Section C	Reduces threshold from 24 to 12 months for 1% retention pay; reduces threshold from 30 to 24 months for additional 1% retention pay.
In Lieu Holidays	Article III Section H	Allows in lieu holiday carryover to next fiscal year.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2026

Municipal Executives' Association (MEA) Police Chiefs

Issue	MOU Section	Summary
Floating Holidays	Article III Section I	Replaces language allowing floating holiday carryover with language requiring floating holiday carryover to the next fiscal year.
Pilot Wellness Program Clean Up	Article III Section Q	Removes outdated language.
Retirement Benefits	Article III Section S	Removes outdated language regarding retirement restoration which has already been paid.
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.).