

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

MEMORANDUM

GOVERNMENT AUDIT AND OVERSIGHT COMMITTEE

SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor Stephen Sherrill, Chair
Government Audit and Oversight Committee

FROM: Monique Crayton, Assistant Clerk

DATE: June 5, 2026

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**
Tuesday, June 9

The following file should be presented as COMMITTEE REPORT at the regular Board meeting on Tuesday, June 9, 2026. This ordinance was acted upon at the Regular Government Audit and Oversight Committee meeting on Thursday, June 4, 2026, at 10:00 a.m., by the votes indicated.

Item No. 36 File No. 260533

First Amendment - 2024-2027 Memorandum of Understanding - Machinists Union, Local 1414 International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190

Ordinance adopting and implementing the First Amendment to the 2024-2027 Memorandum of Understanding between the City and County of San Francisco and the Machinists Union, Local 1414 International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190, effective July 1, 2026, to adopt a side letter agreement updating the Appendix D Apprenticeship Program.

RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor Stephen Sherrill - Aye
Supervisor Bilal Mahmood - Aye

Cc: Board of Supervisors
Angela Calvillo, Clerk of the Board
Alisa Somera, Legislative Deputy
Brad Russi, Deputy City Attorney

File No. 260533

Committee Item No. 8

Board Item No. 36

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight

Date: June 4, 2026

Board of Supervisors Meeting:

Date: June 9, 2026

Cmte Board

- Motion
- Resolution
- Ordinance
- Legislative Digest
- Budget and Legislative Analyst Report
- Youth Commission Report
- Introduction Form
- Department/Agency Cover Letter and/or Report
- MOU - FY2022-2024 - Clean
- MOU - FY2022-2024 - Redline
- Grant Information Form
- Grant Budget
- Subcontract Budget
- Contract / DRAFT Mills Act Agreement
- Form 126 – Ethics Commission
- Award Letter
- Application
- Public Correspondence

OTHER

- First Amendment 021826
- DHR Memo 051326
- DHR Memo 051426
- MYR Memo 051526
- CON Ref 052226
- PAM - 30 day waiver
- Comm Rpt Rqst Memo 052826
- Cost Analysis 060226
- DHR Presentation 060426

Prepared by: Monique Crayton

Date: June 5, 2026

Prepared by: Monique Crayton

Date: May 29, 2026

Prepared by: _____

Date: _____

1 [First Amendment - 2024-2027 Memorandum of Understanding - Machinists Union, Local
2 1414 International Association of Machinists & Aerospace Workers Machinists Automotive
3 Trades District Lodge 190]

3

4 **Ordinance adopting and implementing the First Amendment to the 2024-2027**
5 **Memorandum of Understanding between the City and County of San Francisco and the**
6 **Machinists Union, Local 1414 International Association of Machinists & Aerospace**
7 **Workers Machinists Automotive Trades District Lodge 190, effective July 1, 2026, to**
8 **adopt a side letter agreement updating the Appendix D Apprenticeship Program.**

9 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.
10 **Additions to Codes** are in *single-underline italics Times New Roman font*.
11 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.
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13 **Board amendment deletions** are in ~~strikethrough Arial font~~.
14 **Asterisks (* * * *)** indicate the omission of unchanged Code
15 subsections or parts of tables.

13

14 Be it ordained by the People of the City and County of San Francisco:

15

16 Section 1. The Board of Supervisors hereby adopts and implements the attached First
17 Amendment to the 2024-2027 Memorandum of Understanding (“MOU”) between the City and
18 County of San Francisco And Machinists Union, Local 1414 International Association Of
19 Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190, to update
20 the Appendix D Apprenticeship Program provision, to be effective July 1, 2026 through June
21 30, 2027.

22 The First Amendment to the MOU so implemented is on file with the Clerk of the Board
23 of Supervisors in Board File No. 260533.

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1 Section 2. The Board of Supervisors hereby authorizes the Department of Human
2 Resources to make non-substantive ministerial or administrative corrections to the MOU.

3 Section 3. Effective Date. This ordinance shall become effective upon enactment.
4 Enactment occurs when the Mayor signs the ordinance, the Mayor returns the ordinance
5 unsigned or does not sign the ordinance within ten days of receiving it, or the Board of
6 Supervisors overrides the Mayor's veto of the ordinance.

7
8 APPROVED AS TO FORM:
9 DAVID CHIU, City Attorney

10 By: /s/
11 CECILIA T. MANGOBA
12 Chief Labor Attorney

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SIDE LETTER BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
MACHINISTS UNION, LOCAL 1414
INTERNATIONAL ASSOCIATION OF MACHINISTS
& AEROSPACE WORKERS
MACHINISTS AUTOMOTIVE TRADES DISTRICT LODGE 190
REGARDING APPENDIX D APPRENTICESHIP PROGRAM

WHEREAS, the current Memorandum of Understanding between the City and County of San Francisco (City) and the Machinists Union, Local 1414 International Association of Machinists & Aerospace Workers Machinists Automotive Trade District Lodge 190 (Union) effective July 1, 2024 through June 30, 2027 (“the MOU”) includes Appendix D Automotive and Maintenance Machinist Apprenticeship Program San Francisco Joint Apprenticeship Committee: Policies & Expectations (“Appendix D Apprenticeship Program”).

WHEREAS the parties agreed that after entering into the MOU, the parties would continue to negotiate the Appendix D Apprenticeship Program.

WHEREAS, on September 20, 2024, and September 23, 2024, representatives from the City, Department of Human Resources (DHR), and the Union met and discussed modifying the current Appendix D Apprenticeship Program.

WHEREAS the City and Union agreed to modify the Automotive Machinist, Maintenance Machinist, and Heavy Duty Mechanic/Automotive Machinist apprenticeship programs by amending the Appendix D Apprenticeship Program.

NOW THEREFORE, the City and Union agree to amend Appendix D Apprenticeship Program as follows:

1. The City and Union agree that any references to the San Francisco Municipal Transportation Agency (SFMTA) contained in the Appendix D Apprenticeship Program shall be deemed inapplicable, as a separate and distinct memorandum of understanding governs matters related to SFMTA.
2. The City and Union agree to eliminate the department-to-department rotations.
3. If a division identifies a need for a Local 1414 apprenticeship position, but cannot internally meet the minimum work processes, the hiring department must coordinate an

internal rotation to include additional worksites so that the apprentices receive the necessary training.

4. The San Francisco International Airport (AIR), the Office of the City Administrator (ADM), and the San Francisco Public Utilities Commission (PUC) have identified a need for a 7301 | 7302 Heavy Duty Mechanic/Automotive Machinist I & II apprenticeship. DHR Class and Compensation team have created job specifications for the newly created apprenticeship classifications.
5. The City and Union agree to amend Article I, II, III, and V from Attachment U in Appendix D Apprenticeship Program of the MOU, with the following language:

Article I Term of Apprenticeship: The total term of the apprenticeship shall be 8000 work training hours, a minimum of 144 classroom hours per year, and completion of 4 National Institute for Metalworking Skills (NIMS). The apprenticeship shall be completed within four years (4) years.

Article II Wage Schedule:

Period	Work Training Hours
1 st Period	1-1000 hours
2 nd Period	1001-2000 hours
3 rd Period	2001-3000 hours
4 th Period	3001-4000 hours
5 th Period	4001-5000 hours
6 th Period	5001-6000 hours
7 th Period	6001-7000 hours
8 th Period	7001-8000 hours

Advancement Schedule: To advance from one period to the next the apprentice shall have met the following requirements:

- shall have satisfactorily completed the required on-the-job work hours; and
- shall have satisfactorily completed the required related and supplemental instruction course hours; and
- shall have completed at least one National Institute for Metalworking Skills (NIMS) credential per year.

Article III Work Training:

Work Processes/Work Training	Work Training Hours
A. Preliminary – assisting to acquire names and uses of hand tools, auxiliary machine tools and precision measurements	300
B. Drill press – sensitive, heavy duty and redial	500
C. Engine lathe – bench, small and heavy floor type	1000

D. Turret machine	400
E. Band saw	400
F. Tool crib – making, sharpening and cleaning tools	300
G. Milling machine – universal and vertical	1000
H. Grinders – horizontal and vertical	700
I. Boring mills – horizontal and vertical	300
J. Common machines – power saw and shear, etc.	700
K. Erection – bench and floor work assembly plus rebuilds	500
L. Template – table layout	400
M. Heat treatment and metallurgy	500
N. Slotter and keyseater	300
O. Computer work	200
P. CNC machine work	500
Q. Miscellaneous	0
Total Hours	8000

Article V Certification:

National Institute for Metalworking Skills (NIMS) Credentials Requirement:

Apprentices shall complete at least four (4) of the following prescribed National Institute for Metalworking Skills (NIMS) Credentials:

Machining Level I Skills Standard	Manual Milling Skills I
Drill Press Skills I	Measurement, Materials & Safety
Grinding Skills I	Turning Operations: Turning Between Centers
Job Planning, Benchwork & Layout	Turning Operations: Turning Chucking Skill

6. The City and Union agree to adopt the following language for the Heavy Duty Mechanic/Automotive Machinist Apprenticeship Program:

Term of Apprenticeship: The total term of the apprenticeship shall be 8000 work training hours and a minimum of 144 classroom hours per year, and completion of four Automotive Service Excellence (ASE) Certifications. The apprenticeship shall be completed within four years (4) years.

Step	Work Training Hours
7301 Heavy Duty Mechanic/Automotive Machinist Apprentice I	
Step 1	1-1000 hours
Step 2	1001-2000 hours
Step 3	2001-3000 hours
Step 4	3001-4000 hours
7302 Heavy Duty Mechanic/Automotive Machinist Apprentice II	
Step 1	4001-5000 hours
Step 2	5001-6000 hours
Step 3	6001-7000 hours
Step 4	7001-8000 hours

Advancement Schedule: To advance from one period to the next the apprentice shall have met the following requirements:

- Shall have satisfactorily completed the required on-the-job work hours; and
- Shall have satisfactorily completed the required related and supplemental instruction course hours; and
- Shall have completed at least one Automotive Service Excellence (ASE) certification per year.

Journeyman Wage: Wage rate is defined by the current MOU between the IAM&AW District 190, Local 1414 (Union) and the City based on the journey classification 7323 Heavy Duty Mechanic/Automotive Machinist.

Work Training: The City shall ensure that all apprentices are under the direct supervision of a qualified journey person or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the trade as outlined herein. Apprentices shall also be trained in the use of new equipment, materials, and processes as they come into use.

The City shall train each apprentice in first aid, safe working practices and the identification of occupational health and safety hazards. The City shall train each apprentice in the identification of illegal discrimination and sexual harassment.

The major work processes in which apprentices will be trained (not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each work process are as follows:

Work Processes/Work Training	Work Training Hours
A. Springs, frames, and front axles	500
B. Wheels, tires, and steering gears	500
C. Brakes, rear axles, and U-joints	1000
D. Clutches, transmissions and power take-offs	1000
E. Cooling, lubrication, and fuel systems	750
F. Engines, including gas, diesel, and LPG	1750
G. Electrical systems	1000
H. Tune-up and testing equipment	500
I. Metal fabrication including machine shop and welding	1000
J. Miscellaneous	500
Total Hours	8000

ASE Certifications Requirement: Apprentices shall complete at least four (4) of the following prescribed Automotive Service Excellence (ASE) Certifications:

T1 – Gasoline Engine T5 – Steering and Suspension

T2 – Diesel Engine
T3 – Drive Train
T4 – Brake

T6 – Electrical Systems
T7 – Heating, Ventilation, and Air Conditioning
T8 – Preventive Maintenance Inspection

Ratio: The City may employ one (1) apprentice when at least one (1) journeyman is regularly employed, and one (1) additional apprentice for every five (5) additional journeymen employed.

7. The City and Union agree that any Related Supplemental Instruction (RSI) courses, National Institute for Metalworking Skills (NIMS) credentials, or Automotive Service Excellence (ASE) certifications, whether listed or not, may be approved, modified, added, or removed by the Joint Apprenticeship Committee (JAC) at any time during the term of the MOU.
8. The City and Union agree to meet once per year to discuss and evaluate the modified apprenticeship program.
9. The City and Union agree that if there is a conflict between the existing language in the Appendix D Apprenticeship Program and this side letter, the language in this side letter prevails. However, where either of these documents is in conflict with the MOU, the MOU shall prevail.
10. Nothing in this side letter shall be interpreted to supersede the MOU or Charter Section 10.104. Exclusions from Civil Service Appointment.

For the City and County of San Francisco

For the Machinists Union, Local 1414
International Association of Machinists and
Aerospace Workers Machinists Automotive
Trades District Lodge 190



2/11/26

Carol Isen
Director of Human Resources

Date

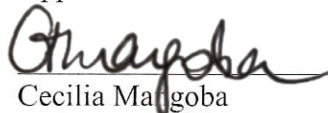


2/4/2026

Pedro J. Mendez
Area Director

Date

Approved as to Form



2/18/2026

Cecilia Magoba
Chief Labor Attorney

Date



May 13, 2026

TO: Adam Thongsavat, Mayor's Liaison to the Board of Supervisors,
Dexter Damali, Mayor's Legislative & Ethics Secretary
Board of Supervisors

FROM: Aliya Chisti, Senior Policy Analyst

RE: Successor Memorandum of Understandings, Memorandum of Understanding Amendments, and Unrepresented Ordinance

The Department of Human Resources respectfully requests submission for 4 items on Friday May 15, 2026 to the Clerk of the Board, for legislative introduction at the Tuesday May 19, 2026 Board meeting with a 30-day waiver.

The 4 items are: the Memorandum of Understanding (MOU) for the Municipal Executives' Association, Fire, Municipal Executives' Association, Police, covering July 1, 2026 through June 30, 2030, the Unrepresented Ordinance, covering July 1, 2026 – June 30, 2027, and an amendment to the Memorandum of Understanding for Machinists Union, Local 1414, covering July 1, 2024 – June 30, 2027.

The agreements establish wages, benefits, and working conditions for represented employees and include negotiated updates to compensation, premiums, and working conditions. Additional details are outlined in the bargaining summaries.

Successor Memorandum of Understandings:

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

- 1) Ordinance Municipal Executives' Association, Fire (2026-2030)-Signed Redline
- 2) Ordinance – Municipal Executives' Association, Fire (2026-2030) – Word
- 3) MOU – Municipal Executives' Association, Fire (2026-2030) – Redline
- 4) MOU – Municipal Executives' Association, Fire (2026-2030) – Final (Word)
- 5) MOU – Municipal Executives' Association, Fire (2026-2030) – Final (Signed PDF)
- 6) DHR Bargaining Summary- Municipal Executives' Association, Fire (2026-2030)

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

- 7) Ordinance – Municipal Executives' Association, Police (2026-2030) – Signed Redline
- 8) Ordinance – Municipal Executives' Association, Police (2026-2030) – Word
- 9) MOU – Municipal Executives' Association, Police (2026-2030) – Redline
- 10) MOU – Municipal Executives' Association, Police (2026-2030) – Final (Word)
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- 12) DHR Bargaining Summary – Municipal Executives' Association, Police (2026-2030)

Unrepresented Ordinance

- 13) Ordinance – Unrepresented Ordinance (2026-2027) – Signed Redline
- 14) Ordinance – Unrepresented Ordinance (2026-2027) – Word
- 15) Legislative Digest – Unrepresented Ordinance (2026-2027) – Final (PDF)
- 16) Legislative Digest – Unrepresented Ordinance (2026-2027) – Final (Word)
- 17) List of Unrepresented Job Codes 001
- 18) List of Unrepresented Job Codes 002

Memorandum of Understanding Amendments:

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

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

Thank you.

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)

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- 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)

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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

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- 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

Page 2 of 2

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

File

OFFICE OF THE MAYOR
SAN FRANCISCO



DANIEL LURIE
MAYOR

TO: Angela Calvillo, Clerk of the Board of Supervisors
FROM: Dexter Darmali, Legislative & Ethics Secretary
RE: First Amendment to the 2024-2027 Memorandum of Understanding – Machinists Union, Local 1414 International Association Of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190
DATE: May 15, 2026

Ordinance adopting and implementing the First Amendment to the 2024-2027 Memorandum of Understanding between the City and County of San Francisco and the Machinists Union, Local 1414 International Association Of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190, effective July 1, 2026, to adopt a side letter agreement updating the Appendix D Apprenticeship Program.

Should you have any questions, please contact Adam Thongsavat at adam.thongsavat@sfgov.org

BOARD of SUPERVISORS



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MEMORANDUM

TO: Greg Wagner, City Controller, Office of the Controller

FROM: Monique Crayton, Assistant Clerk, GAO Committee, Board of Supervisors

DATE: May 22, 2026

SUBJECT: LEGISLATION INTRODUCED - Cost Analysis, Memoranda of Understanding – 2026

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Daniel Lurie on May 19, 2026:

This matter is pending committee action; I'm forwarding it to you for a cost analysis.

Please forward your analysis to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

File No. 260533 [First Amendment - 2024-2027 Memorandum of Understanding - Machinists Union, Local 1414 International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190]

Ordinance adopting and implementing the First Amendment to the 2024-2027 Memorandum of Understanding between the City and County of San Francisco and the Machinists Union, Local 1414 International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190, effective July 1, 2026, to adopt a side letter agreement updating the Appendix D Apprenticeship Program.

Michelle Allersma, Office of the Controller
Carol Lu, Office of the Controller
Ayesha Hossain, Office of the Controller
Claire Stone, Office of the Controller

c: Office of Chair Sherrill

1 [First Amendment - 2024-2027 Memorandum of Understanding - Machinists Union, Local
2 1414 International Association of Machinists & Aerospace Workers Machinists Automotive
3 Trades District Lodge 190]

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4 **Ordinance adopting and implementing the First Amendment to the 2024-2027**
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22 The First Amendment to the MOU so implemented is on file with the Clerk of the Board
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3 Section 3. Effective Date. This ordinance shall become effective upon enactment.
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8 APPROVED AS TO FORM:
9 DAVID CHIU, City Attorney

10 By: /s/
11 CECILIA T. MANGOBA
12 Chief Labor Attorney

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President, District 8
BOARD of SUPERVISORS



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TDD/TTY No. 544-5227

RAFAEL MANDELMAN

PRESIDENTIAL ACTION

Date:

To: Angela Calvillo, Clerk of the Board of Supervisors

Madam Clerk,

Pursuant to Board Rules, I am hereby:

Waiving 30-Day Rule (Board Rule No. 3.23)

File No.

(Primary Sponsor)

Title.

Transferring (Board Rule No 3.3)

File No.

(Primary Sponsor)

Title.

From:

Committee

To:

Committee

Assigning Temporary Committee Appointment (Board Rule No. 3.1)

Supervisor:

Replacing Supervisor:

For:

Meeting

(Date)

(Committee)

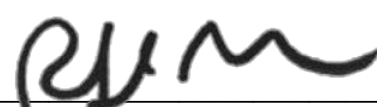
Start Time:

End Time:

Temporary Assignment:

Partial

Full Meeting



Rafael Mandelman, President
Board of Supervisors

Member, Board of Supervisors
District 2



City and County of San Francisco

STEPHEN SHERRILL

DATE: Thursday, May 28, 2026
TO: Angela Calvillo
Clerk of the Board of Supervisors
FROM: Supervisor Stephen Sherrill, Chair, Government Audit and Oversight Committee
RE: Government Audit and Oversight Committee COMMITTEE REPORT

Pursuant to Board Rule 4.20, as Chair of Government Audit and Oversight Committee, I have deemed the following matter is of an urgent nature and request that it be considered by the full Board on Tuesday, June 9, 2026, as a Committee Report:

1. File No. 260533 – First Amendment- 2024-2027 Memorandum of Understanding – Machinists Union, Local 1414 International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190

This matter will be heard in the Government Audit and Oversight Committee at a Regular Meeting on Thursday, June 4, 2026, at 10:00 a.m.

Sincerely,

A handwritten signature in black ink, appearing to read "S. Sherrill", written over a horizontal line.



OFFICE OF THE CONTROLLER
CITY AND COUNTY OF SAN FRANCISCO

Greg Wagner
Controller
ChiaYu Ma
Deputy Controller

MEMORANDUM

TO: Ms. Angela Calvillo

FROM: Greg Wagner, Controller *GW*

DATE: June 2, 2026

SUBJECT: **File Numbers 260532 and 260533: Ordinance fixing wages and terms of employment for employees not represented by unions and an amendment to the 2024-2027 Memoranda of Understanding (MOU) between the City and County of San Francisco and the Machinists Union, Local 1414.**

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I submit a cost analysis of the ordinance fixing wages and terms of employment for employees not represented by a union and an amendment to the MOU between the City and the Machinists Union, Local 1414.

The ordinance for unrepresented employees, effective July 1, 2026, affects approximately 90 positions with an overall salary and benefits budgeted base of \$18 million. The ordinance raises wages by 2.0 percent on January 2, 2027, with a total wages and benefits cost of \$140 thousand. There is an additional raise of 2.5 percent on June 30, 2027, which will have no cost in FY 2026-27 but will lead to additional costs in FY 2027-28. Approximately 89 percent of the costs are supported by the General Fund.

The amendment to the MOU for the Machinists Union, Local 1414 changes the apprenticeship schedules for various job classes that are not expected to have an overall cost impact.

If you have additional questions or concerns, please contact me at (415)-554-7500 or Michael Mitton of my staff at (628)-652-9772.

CC: Sophia Kittler, Mayor's Budget Director
Ardis Graham, Employee Relations Director
Dan Goncher, Budget Analyst

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

