

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

