



Negotiations 2026: Compensation Provisions

Last Updated on 5/4/26





Police Officers' Association (POA) (1)

- **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%
 - COB 6/30/30: 2.00%
- **Retention Pay:**
 - 12/30/28: Additional 1.00% at 10+ years of service
 - 12/29/29: Additional 2.00% at 8+ years of service



Police Officers' Association (POA) (2)

- **In Lieu Holidays:** Shall carryover to the next fiscal year
- **Floating Holidays:** May → shall carryover to the next fiscal year
- **Floating Holidays for Laterals:** Additional, one-time allocation of 40 hours upon hire
- **Lateral Signing Bonus:** \$5,000 → \$25,000
- **Annual Wellness Program:** Annual cashout 50 → 100 hours
- **Night Shift:** 6:00pm to 6:00am → 5:00pm to 7:00am
- **Field Training:**
 - Officer: \$6.88 → \$9.50 per hour
 - Supervisor: \$5.00 → \$7.00 per hour
 - Station Coordinator: \$125 → \$175 per pay period
 - Training Unit Coordinator: \$125 → \$175 per pay period



Police Officers' Association (POA) (3)

- **Specialist Pay:** 3.00% → 5.00%
- **Marine Unit:** 3.00% (**new**; status/assignment based)
- **Mayor's Detail:** 3.00% (**new**; status/assignment based)
- **Mounted Unit:** 3.00% (**new**; status/assignment based)
- **Experienced Officer Pay:** 2.00% → 3.00%
- **Bomb Squad Pay:** 5.00% → 6.00%
- **Term:** 4 years

- **General Wage Increases:**
 - 7/1/26: 2.00%
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 - 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%
 - COB 6/30/30: 2.00%
- **Management POST:**
 - 12/30/28: 1.00% (**new**; status based)
 - 12/29/29: 1.00% → 3.00%



MEA, Police (2)

- **Merit Pay:** Up to 5.00% of base pay may be awarded per employee → 1.00% of total payroll shall be awarded annually in amounts up to 5.00% per employee
- **Retention Pay:**
 - 1.00% upon 24 months in unit → 1.00% upon 12 months in unit
 - 1.00% upon 30 months in unit → 1.00% upon 24 months in unit
- **0490 Commander IIIs:** Additional 6% step at 6 months in the unit on 7/1/2026
- **In Lieu Holidays:** Shall carryover to the next fiscal year
- **Floating Holidays:** May → shall carryover to the next fiscal year
- **Term:** 4 years



Firefighters, Local 798 (1)

- **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%
 - COB 6/30/30: 2.00%
- **Training and Education:**
 - 12/30/28: 9.00% → 10.00%
 - 12/29/29: 10.00% → 12.00%



Firefighters, Local 798 (2)

- **Annual Wellness:** Cashout out up to 83/100 hours of sick pay leave
- **Experienced Training Officer:** 4.00% (**new**; performance based)
- **Bureau of Equipment:** 5.00% (**new**; performance based)
- **Boat Operator:** 5.00% (**new**; performance based)
- **Tuition Reimbursement:** \$20K → \$40K
- **Behavioral Health Unit Fund:** \$20K (**new**)
- **Term:** 4 years

- **General Wage Increases:**
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 - 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%
 - COB 6/30/30: 2.00%
- **Training and Education:**
 - 12/30/28: 9.00% → 10.00%
 - 12/29/29: 10.00% → 12.00%

- **Merit Pay:** Up to 5.00% of base pay may be awarded per employee → 1.00% of total payroll shall be awarded annually in amounts up to 5.00% per employee
- **Retention Pay:**
 - 1.00% upon 24 months in unit → 1.00% upon 12 months in unit
 - 1.00% upon 30 months in unit → 1.00% upon 24 months in unit
- **Severance:** Up to 20 weeks → up to 26 weeks
- **Executive Leave:** Shall not carryover → shall carry over up to 5 days
- **In Lieu Holidays:** Shall carryover to the next fiscal year
- **Floating Holidays:** May → shall carryover to the next fiscal year
- **Term:** 4 years