[Memorandum of Understanding - Municipal Executives' Association - Amendment No. 1]

Ordinance adopting and implementing the First Amendment to the 2024-2027 Memorandum of Understanding (MOU) between the City and County of San Francisco and the Municipal Executives' Association, to extend the term of the agreement through June 30, 2031, for a total term of July 1, 2024, through June 30, 2031; implement base wage increases for Fiscal Years (FYs) 2027-2028, 2028-2029, 2029-2030, and 2030-2031; agree that the City shall not issue any layoff notices or lay off any Permanent Civil Service employees through June 30, 2029; extend existing MOU provisions scheduled to sunset through June 30, 2027, or any other relevant date occurring during the term of the MOU, to June 30, 2031; and agree that the parties may establish a City Wide Labor Management Committee to operate between FYs 2027-2031.

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

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

Section 1. The Board of Supervisors hereby adopts and implements the First Amendment to the 2024-2027 Memorandum of Understanding ("MOU") between the City and County of San Francisco and the Municipal Executives' Association, to extend the term of the agreement through June 30, 2031; implement base wage increases for FYs 2027–2028, 2028-2029, 2029-2030, and 2030–2031; agree that the City shall not issue any layoff notices

or lay off any Permanent Civil Service employees through June 30, 2029; extend existing MOU provisions scheduled to sunset through June 30, 2027, or any other relevant date occurring during the term of the 2024-2027 MOU, to June 30, 2031; and agree that the parties may establish a City Wide Labor Management Committee to operate between FYs 2027-2031.

The First Amendment to the MOU so implemented is on file with the Clerk of the Board of Supervisors in Board File No. 261081.

Section 2. The Board of Supervisors hereby authorizes the Human Resources Director or the Director's designee to make non-substantive ministerial or administrative corrections to the First Amended MOU.

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

APPROVED AS TO FORM:
DAVID CHIU, City Attorney

By: */s/ Cecilia T. Mangoba*
CECILIA T. MANGOBA
Chief Labor Attorney

City and County of San Francisco
Tails
Ordinance

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 261081 **Date Passed:** October 27, 2026

Ordinance adopting and implementing the First Amendment to the 2024-2027 Memorandum of Understanding (MOU) between the City and County of San Francisco and the Municipal Executives' Association, to extend the term of the agreement through June 30, 2031, for a total term of July 1, 2024, through June 30, 2031; implement base wage increases for Fiscal Years (FYs) 2027-2028, 2028-2029, 2029-2030, and 2030-2031; agree that the City shall not issue any layoff notices or lay off any Permanent Civil Service employees through June 30, 2029; extend existing MOU provisions scheduled to sunset through June 30, 2027, or any other relevant date occurring during the term of the MOU, to June 30, 2031; and agree that the parties may establish a City Wide Labor Management Committee to operate between FYs 2027-2031.

October 15, 2026 Government Audit and Oversight Committee - RECOMMENDED AS COMMITTEE REPORT

October 20, 2026 Board of Supervisors - PASSED ON FIRST READING

Ayes: 9 - Chan, Dorsey, Fielder, Mahmood, Mandelman, Sauter, Sherrill, Walton and Wong
Excused: 2 - Chen and Melgar

October 27, 2026 Board of Supervisors - FINALLY PASSED

Ayes: 11 - Chan, Chen, Dorsey, Fielder, Mahmood, Mandelman, Melgar, Sauter, Sherrill, Walton and Wong

File No. 261081

I hereby certify that the foregoing Ordinance was FINALLY PASSED on 10/27/2026 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

Daniel Lurie
Mayor

10/30/2026

Date Approved