• General Wage Increases: As the March 2023 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, did not project a budget deficit for fiscal year 2023-2024 exceeding $300 million, the following wage increases will not be delayed for employees covered by MOUs with this provision (i.e., not covered by Police or Fire MOUs).
  – 7/1/23: 2.50%
  – 1/6/24: 2.25%

• Pension Contributions: For those employees making additional pension contributions, these contributions will go down by 0.50% for fiscal year 2023-2024.
• **General Wage Increases:**
  - 7/1/23: 2.50%
  - 1/6/24: 2.25%
  - 1/4/25: 3.00% (delayed until 7/1/25 if March 2024 Joint Report projects FY24-25 deficit exceeding $300 million)
  - 7/1/25: 3.00% (delayed until COB 6/30/26 if March 2025 Joint Report projects FY25-26 deficit exceeding $300 million)

• **Term:** 3 years

• **Retention Pay:**
  - 1/6/24: 3.00% at 5+ years of service
  - 7/1/24: 3.00% at 7+ years of service
  - 1/3/26: 3.00% at 8+ years of service

• **Q2/Q3/Q4 Police Officer Steps:** Increase step 1 by 4.00% and step 2 by 2.00% on 7/1/23
• **Signing Bonus**: $600 non-pensionable lump sum in pay issued on 8/29/23

• **Field Training Premium**:  
  – **Officer (Q2-Q4)**: $550 per pay period → $ 6.88 per hour  
  – **Supervisor (Q50-Q52)**: $400 per pay period → $5.00 per hour
• **General Wage Increases:**
  - 7/1/23: 2.50%
  - 1/6/24: 2.25%
  - 1/4/25: 3.00% (delayed until 7/1/25 if March 2024 Joint Report projects FY24-25 deficit exceeding $300 million)
  - 7/1/25: 3.00% (delayed until COB 6/30/26 if March 2025 Joint Report projects FY25-26 deficit exceeding $300 million)

• **Term:** 3 years

• **Wage Adjustments:**
  - 0395 Assistant Chief: Add. 3% Step at 2 years in the classification on 7/1/24
  - 0488/0489/0490 Commanders: 2% on 7/1/24 and 3% on 1/3/26

• **Acting Assignment Pay:** 7.5% after 10 → 5 days
• **Retention Pay:**
  - 7/1/24: 1% at 24 months in MEA Police Bargaining Unit
  - 7/1/24: 1% at 30 months in MEA Police Bargaining Unit

• **Training Funds:** $10,000 → $16,000
Firefighters, Local 798

- **General Wage Increases:**
  - 7/1/23: 2.50%
  - 1/6/24: 2.25%
  - 1/4/25: 3.00% (delayed until 7/1/25 if March 2024 Joint Report projects FY24-25 deficit exceeding $300 million)
  - 7/1/25: 3.00% (delayed until COB 6/30/26 if March 2025 Joint Report projects FY25-26 deficit exceeding $300 million)

- **Term:** 3 years

- **Retention Pay:** Additional 2.00% at 21+ years of service on 7/1/24

- **Holiday Premium:** Additional 2.00% with additional sick leave restrictions for Mother’s Day and Halloween on 7/1/24
• **Paramedic Certification Premium:** $26.50 → $50.00 per pay period

• **Night Shift Premium:** Extended to H-9s and 12-hour H-33s

• **Emergency Childcare Reimbursement:** $50,000 annually
• **General Wage Increases:**
  - 7/1/23: 2.50%
  - 1/6/24: 2.25%
  - 1/4/25: 3.00% (delayed until 7/1/25 if March 2024 Joint Report projects FY24-25 deficit exceeding $300 million)
  - 7/1/25: 3.00% (delayed until COB 6/30/26 if March 2025 Joint Report projects FY25-26 deficit exceeding $300 million)

• **Term:** 3 years

• **Retention Pay:**
  - 7/1/24: 1% at 24 months in MEA Fire Bargaining Unit
  - 7/1/24: 1% at 30 months in MEA Fire Bargaining Unit
• **Acting Assignment Pay:** 7.5% after 10 → 5 days

• **Training Funds:** $6,000 → $10,000
• **8238/8239 Public Safety Communication Dispatchers:** Additional 5% Step effective July 1, 2023