

# **Memorandum of Understanding**

**Mesa Police Association and United Mesa Fire Fighters  
Association**

**Term July 2026-June 2029**

# Fire-Compensation



- Average analysis conducted for market cities
- Agreed upon market adjustments (effective July 2026):
  - Rank of Firefighter, Engineer and Fire Captain: 3%
- Firefighter, Engineer and Fire Captain will be eligible for up to a 5% merit “step” increase for all three fiscal years

# PD Compensation



- Average analysis conducted for market cities
- Agreed upon market adjustments (effective July 2026):
  - Rank of Police Officer: 3.3%
  - Rank of Sergeant: 3.3% (min) and 4% (max)
- Officers and Sergeants will be eligible for up to a 5% merit “step” increase for all three fiscal years

# Compensation



- Additional market analysis will be conducted in Spring of 2027 and implemented in July 2027
- Effective July 1, 2028, the City will provide a salary adjustment to the market average not to exceed three percent (3%), based on the current benchmark cities

# Additional Provisions- Police



- Patrol Incentive Pay
- Uniform allowance increase
- Special assignment pay for advanced training and aviation

# Additional Provisions- Fire



- Fitness Incentive Pay
- Uniform allowance increase for recruits graduating from academy
- Cancer screening

# General Governmental Funds – FY 26/27

| <b>Proposed Budget</b>                                                                                                           | Actuals<br>FY 24/25 | Projected<br>FY 25/26 | Budget<br>FY 26/27 | Forecast<br>FY 27/28 | Forecast<br>FY 28/29 | Forecast<br>FY 29/30 | Forecast<br>FY 30/31 |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------|-----------------------|--------------------|----------------------|----------------------|----------------------|----------------------|
| <b>Net Sources and Uses</b>                                                                                                      | <b>\$16.8</b>       | <b>(\$29.0)</b>       | <b>(\$31.1)</b>    | <b>(\$36.5)</b>      | <b>(\$22.2)</b>      | <b>\$1.8</b>         | <b>\$13.7</b>        |
| Ending Reserve Balance                                                                                                           | \$264.3             | \$235.3               | \$204.2            | \$167.7              | \$145.5              | \$147.2              | \$160.9              |
| Ending Reserve Balance Percent*                                                                                                  | 36.1%               | 32.1%                 | 27.1%              | 21.8%                | 18.7%                | 18.4%                | 19.3%                |
| <div> <div>*As a % of all Next Year's uses of funding</div> <div>Date as of Proposed Budget<br/>dollars in millions</div> </div> |                     |                       |                    |                      |                      |                      |                      |

| <b>Proposed with MOU</b>                                                                                                                            | Actuals<br>FY 24/25 | Projected<br>FY 25/26 | Budget<br>FY 26/27 | Forecast<br>FY 27/28 | Forecast<br>FY 28/29 | Forecast<br>FY 29/30 | Forecast<br>FY 30/31 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|-----------------------|--------------------|----------------------|----------------------|----------------------|----------------------|
| <b>Net Sources and Uses</b>                                                                                                                         | <b>\$16.8</b>       | <b>(\$29.0)</b>       | <b>(\$35.0)</b>    | <b>(\$40.8)</b>      | <b>(\$32.7)</b>      | <b>(\$8.4)</b>       | <b>\$3.4</b>         |
| Ending Reserve Balance                                                                                                                              | \$264.3             | \$235.3               | \$200.3            | \$159.5              | \$126.9              | \$118.4              | \$121.8              |
| Ending Reserve Balance Percent*                                                                                                                     | 36.1%               | 31.9%                 | 26.4%              | 20.4%                | 16.1%                | 14.6%                | 14.5%                |
| <div> <div>*As a % of all Next Year's uses of funding</div> <div>Date as of Proposed Budget with MOU projected<br/>dollars in millions</div> </div> |                     |                       |                    |                      |                      |                      |                      |

Questions?





mesa·az