

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

Proposed Budget	Actuals FY 24/25	Projected FY 25/26	Budget FY 26/27	Forecast FY 27/28	Forecast FY 28/29	Forecast FY 29/30	Forecast FY 30/31
Net Sources and Uses	\$16.8	(\$29.0)	(\$31.1)	(\$36.5)	(\$22.2)	\$1.8	\$13.7
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%
Date as of Proposed Budget dollars in millions							
*As a % of all Next Year's uses of funding							

Proposed with MOU	Actuals FY 24/25	Projected FY 25/26	Budget FY 26/27	Forecast FY 27/28	Forecast FY 28/29	Forecast FY 29/30	Forecast FY 30/31
Net Sources and Uses	\$16.8	(\$29.0)	(\$35.0)	(\$40.8)	(\$32.7)	(\$8.4)	\$3.4
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%
Date as of Proposed Budget with MOU projected dollars in millions							
*As a % of all Next Year's uses of funding							

Questions?



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