Firefighters, Local 798 Bargaining Summary

Issue	MOU Section	Summary
Term	56.1	3-year contract: July 1, 2023 – June 30, 2026
Wages	9.1	Effective July 1, 2023, represented employees shall receive a base wage increase of 2.5%
		Effective January 6, 2024, represented employees shall receive a base wage increase of 2.25%
		Effective January 4, 2025, represented employees will receive a base wage increase of 3.00%, except that if the March 2024 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2024-2025 that exceeds $300 million, then the base wage adjustment due on January 4, 2025, will be deferred to July 1, 2025.
		Effective July 1, 2025, represented employees will receive a base wage increase of 3.00%, except that if the March 2025 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2025-2026 that exceeds $300 million, then the base wage adjustment due on July 1, 2025, will be deferred to close of business June 30, 2026
Retention Pay	30.4	Effective July 1, 2024, eligible members shall receive an additional 2% Retention Pay at 21 years of service.
Holiday Premium Pay	21.2	Clean-up language to increase Holiday Pay to account for the Juneteenth holiday.
		Effective July 1, 2024, additional 2% increase to Holiday Pay. Employees who call in sick two calendar days before, on the day of, or within two days after Halloween and Mother's Day shall not receive the holiday premium for two pay periods.
Juneteenth	21	Adds Juneteenth, June 19th, to list of legal holidays.
Emergency Child Care Reimbursement	31.2	Allocates $50,000 annually for an Emergency Child Care Reimbursement Fund pilot program. Employees who are held over for mandatory overtime, called back to work, or held over beyond their scheduled shift will be eligible to receive reimbursement for up to twenty-five dollars ($25) per each 30 minutes up to a maximum of one hundred dollars ($100) per incident.
Paramedic Pay	30.2	Increase Paramedic Certification Premium Pay from $26.50 to $50.00 biweekly for H-20 Lieutenants and H-30 Captains.

Issue	MOU Section	Summary
Night Shift Differential	30.6	Extends the 6.25% night shift differential eligibility to H-9 Community Paramedics and H-33 Captain, Emergency Medical Services, assigned to a 12-hour shift.
H-2 and H-3 Transition	9.7	Clarifies that H-2 Firefighters must have applied for H-3 positions to be appointed to H-3 positions.
Personal Protective Equipment (PPE)	34.6	The parties agree to meet and confer upon request regarding PFAS free and carcinogen free personal protective equipment as it becomes available.
Rescue Captains Shift	13.6	The parties agree to meet and confer over identified impacts before completing implementation of 12-hour shifts for H-33 Rescue Captains.
Position Application Eligibility	19.1	Clarifies that "all H-3 ranks" (EMT/Paramedic/Firefighters) may apply for posted vacant positions.
Daily Acting Assignments (Suppression)	24.1	Adds "H-24 Arson Lieutenants" to list of acting assignments that require possession of special skills.
Employee Assistance Program Improvement	39.1 & 39.4	Language updated to reflect name change from Stress Unit to Behavioral Health Unit. Department shall provide wellness space separate from SFFD Headquarters for Behavioral Health Unit.
Temporary Modified Duty	45.1	The parties agree to meet and confer over inclusion of lactation as an eligibility criterion for Temporary Modified Duty.
Grievance Meeting Notice	49.5 & Appendix A 27.5	City shall provide 24-hour notice prior to meeting with a member of the bargaining unit for the purpose of resolving Step I or Step II grievances and will notify member of their rights to Union representation at such meetings.
Recognition Clause Update	2.1	Adding H-9 rank, Community Paramedic, to the list of classifications represented by Local 798.
Parity	11.2	Clean-up language. Eliminates outdated parity language
Retirement Restoration	12.5	Clean-up language. Eliminates outdated retirement restoration language.