



**Firefighters, Local 798 Bargaining Summary**

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Term</b>	Section 57	4-year contract: July 1, 2026 – June 30, 2030
<b>Wages</b>	Section 9	<p>Effective July 1, 2026, represented employees will receive a base wage increase of 2.00%.</p> <p>Effective January 2, 2027, represented employees will receive a base wage increase of 1.00%.</p> <p>Effective July 1, 2027, represented employees will receive a base wage increase of 2.00%.</p> <p>Effective January 1, 2028, represented employees will receive a base wage increase of 1.00%.</p> <p>Effective July 1, 2028, represented employees will receive a base wage increase of 2.00%.</p> <p>Effective December 30, 2028, represented employees will receive a base wage increase of 1.00%.</p> <p>Effective July 1, 2029, represented employees will receive a base wage increase of 2.00%.</p> <p>Effective December 29, 2029, represented employees will receive a base wage increase of 1.00%.</p> <p>Effective close of business June 30, 2030, represented employees will receive a base wage increase of 2.00%.</p> <p>Because of the wage structure of this proposal, no wage deferrals/offramps will be utilized.</p>
<b>Training and Education</b>	Section 25	<p>Effective December 30, 2028 eligible employees receive an additional 1% Training and Education Achievement Pay.</p> <p>Effective December 29, 2029 eligible employees receive an additional 2% Training and Education Achievement Pay.</p>
<b>Experienced Officer Incentive Pay</b>	Section 32	To ensure the Training Division is adequately staffed with senior officers on weekends, officers with twenty-three (23) or more years of service in the department assigned to a weekend schedule shall receive a premium in the amount equal to 4% of base pay for all hours worked.
<b>EMT &amp; Paramedic to Firefighter Promotive Pay</b>	Section 9	Effective July 1, 2026, EMTs and Paramedics who transition to H2 Firefighter classification will be placed at the salary step closest to but not less than their previous salary.
<b>Bureau of Equipment Premium Pay</b>	Section 30	Effective July 1, 2026, employees assigned to the Bureau of Equipment who possess a Class A License shall earn a 5% premium.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

CCSF NEGOTIATIONS 2026

## Firefighters, Local 798

Issue	MOU Section	Summary
<b>Rescue Boat Operator Pay</b>	Section 29	Effective July 1, 2026, employees assigned to perform the duties of Rescue Boat Operator shall receive 5% of their base pay.
<b>Wellness Program</b>	Section 35	Effective July 1, 2026, employees who work 90% of their full time schedule shall be entitled to cash out up to one hundred hours of sick leave hours each fiscal year. (Eighty three hours for non-suppression)
<b>Union Officer Release Time</b>	Section 5	Effective July 1, 2026, the Union President shall be provided 75% release time. The Union Secretary and Treasurer shall be provided 33% release time.
<b>Tuition Reimbursement Program Improvement</b>	Section 49	Increases Tuition Reimbursement Program to \$40,000 with an increased individual request limit of \$1,000.
<b>Behavioral Health Unit</b>	Section 41	The City shall provide \$20,000 annually for the Behavioral Health Unit to fund meals, travel, and supplies for employees served by the Behavioral Health Unit.
<b>EMT &amp; Paramedic License Suspension</b>	Section 9	Upon the approval of the Chief, an employee whose EMT or paramedic license has expired may utilize accrued vacation, compensatory time, floating holidays, and/or unpaid leave for the period the license remains expired.
<b>Station Steward Details</b>	Section 5	Subject to operational needs, up to one Station Steward from the Airport may be detailed to general membership meetings of the Union.
<b>Assignments and Transfers</b>	Section 19	In the event the Chief of the Department makes an assignment out of seniority order, the Department shall provide notice to the Union and an opportunity to discuss possible alternative assignments before making an assignment.
<b>MOU Consolidation Side Letter</b>	Side Letter	Side Letter to combine Unit 1 and Unit 2 MOUs
<b>Clean Up of Expired Language</b>	Throughout MOU	Removes expired provisions and inactive committees. Removes all gender pronouns.
<b>Apparatus Operator Assignment Pay</b>	Section 28	Removes obligation for department to recertify employees every 18 months.