



**Local 798 Firefighters Highlights**

<b>Term</b>	Three-year term (July 1, 2018 to June 30, 2021)
<b>Wages</b>	Effective 7/1/18: 3% Effective 7/1/19: 3% Effective 7/1/20*: 3% <i>*If the March 2020 Joint Report projects a budget deficit of more than \$200 million in FY 20-21, these payments will be delayed by six months</i>
<b>Training and Education Achievement Pay</b>	Effective 7/1/19: all employees will receive a 1% T&E increase Effective 7/1/20: all employees will receive an additional 1% T&E increase Effective 4/1/21*: all employees will receive an additional 1% T&E increase <i>*If the March 2020 Joint Report projects a budget deficit of more than \$200 million in FY 20-21, these payments will be delayed by six months</i>
<b>Compensatory Time</b>	Effective 7/1/20: cap on compensatory time reduced to 200 hours; employee who is promoted may maintain up to 40 hours accrual
<b>Holiday Pay Restriction</b>	Effective 7/1/18: employees who call in sick within two days of a legal holiday are ineligible for 6.5% holiday pay
<b>Pilot Wellness Program</b>	Effective 7/1/18: employee may cash out sick leave balances at 2% upon separation Effective 7/1/19: employees may cash out sick leave balances at 1% upon separation Effective 6/30/20: program sunsets
<b>Surf Rescue Premium</b>	An employee qualified as a Surf Rescue Swimmer shall receive a 5% premium for all hours worked in designated Surf Rescue positions
<b>Hours</b>	Effective 7/1/19: H-33 Rescue Captains in the field shall work 12-hour shifts Beginning 7/1/18: a committee will meet to discuss the implementation
<b>Health &amp; Dental</b>	Contract will reopen on dental and health insurance if 50%+1 of employees covered by the Public Employee Committee agree to change the contribution model
<b>Tuition Reimbursement</b>	Tuition reimbursement fund will increase from \$8,000 to \$20,000 annually; unused funds not eligible for carry forward to the next fiscal year
<b>Mental Health Insurance Program</b>	City will maintain a mental health insurance program comparable to the Mental Health Network currently in place
<b>Union Business</b>	50% release time for the Union President and City policy prohibiting political activity applies; release time for others conditioned on working a specified minimum number of shifts