



Local 798 Firefighters Highlights

Term	Three-year term (July 1, 2018 to June 30, 2021)
Wages	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>
Training and Education Achievement Pay	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>
Compensatory Time	Effective 7/1/20: cap on compensatory time reduced to 200 hours; employee who is promoted may maintain up to 40 hours accrual
Holiday Pay Restriction	Effective 7/1/18: employees who call in sick within two days of a legal holiday are ineligible for 6.5% holiday pay
Pilot Wellness Program	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
Surf Rescue Premium	An employee qualified as a Surf Rescue Swimmer shall receive a 5% premium for all hours worked in designated Surf Rescue positions
Hours	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
Health & Dental	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
Tuition Reimbursement	Tuition reimbursement fund will increase from \$8,000 to \$20,000 annually; unused funds not eligible for carry forward to the next fiscal year
Mental Health Insurance Program	City will maintain a mental health insurance program comparable to the Mental Health Network currently in place
Union Business	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