

**AMENDMENT NO. 3  
TO THE 2022-2024 COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION  
LOCAL 1021**

The parties hereby agree to amend the Collective Bargaining Agreement as follows, subject to approval by the San Francisco Board of Supervisors and ratification by the Service Employees International Union, Local 1021:

**Article III. Pay, Hours, and Benefits**

**D. Additional Compensation & Premium Pay**

8238 Public Safety Communications Dispatcher and 8239 Senior Police Communications Dispatcher

~~370. Effective July 1, 2014, base wages for classifications 8238 Public Safety Communications Dispatcher and 8239 Senior Police Communications Dispatcher shall be increased by four percent (4%), in exchange for deleting the Law Enforcement, Fire, and Medical Call Taking and Radio Dispatch Premium contained in the July 1, 2012 – June 30, 2014 CBA.~~

**XXX. Effective July 1, 2023, the City shall add an additional 5% salary step (Step 6) to classifications 8238 Public Safety Communications Dispatcher and 8239 Public Safety Communications Supervisor. Incumbents in classes 8238 and 8239 who have been at Step 5 for one (1) year or more of service as of July 1, 2023 shall advance to Step 6 on July 1, 2023. Incumbents in class 8238 and 8239 who have been at Step 5 for less than one (1) year of service as of July 1, 2023 shall advance to step 6 on their anniversary date. All other employees in classes 8238 and 8239 shall advance to the next step pursuant to Article III. I. Seniority Increments.**

**FOR THE CITY**

Date: \_\_\_\_\_

  
Ardis Graham  
Employee Relations Director

**FOR THE UNION**

Date: \_\_\_\_\_

\_\_\_\_\_  
Oumar Fall  
Executive Director

*APPROVED AS TO FORM:*

DAVID CHIU  
City Attorney

Date: 5/2/27

  
Jonathan Kolnick  
Chief Labor Attorney