

# SF Police Officers' Association and IAFF Local 798 Tentative Agreements

Board of Supervisors  
Budget & Finance Committee

April 22, 2026





# POA and Local 798 Tentative Agreements

- **Term:** 4 years - July 1, 2026 through June 30, 2030
- **General Wage Increases:**
  - 7/1/26: 2.00%
  - 1/2/27: 1.00%
  - 7/1/27: 2.00%
  - 1/1/28: 1.00%
  - 7/1/28: 2.00%
  - 12/30/28: 1.00%
  - 7/1/29: 2.00%
  - 12/29/29: 1.00%
  - COB 6/30/30: 2.00%



# SF Police Officers' Association Additional Terms

## Retention Pay Increases

- December 30, 2028: 1% at 10+ years of service.
- December 29, 2029: 2% at 8+ years of service.

## Recruitment

- Lateral signing bonus increased from \$5,000 to \$25,000. Funded by one-time \$2 million grant.
- Lateral officers granted 10 floating holidays upon hire.

## Staffing

- Non-emergency special events: more flexibility in staffing major special events.
- Wellness program improvements.

## Training

- Premium increases for training new officers.



# IAFF Local 798 Agreement Additional Terms

## Training and Education:

- Training and Education Achievement Pay:
  - December 30, 2028: 1% increase
  - December 29, 2029: 2% increase
- 4% premium for experienced officers assigned to weekend training.

## Wellness

- Benefits for employees working 90% of full-time schedule
- \$20,000 annually to support Behavioral Health Unit's work



## A8.590-5(d)

# Charter Factors for Arbitrator Consideration

- Changes in the average consumer price index for goods and services
- Wages, hours, benefits and terms and conditions of employment of employees performing similar services
- Wages, hours, benefits and terms and conditions of other employees in the City and County of San Francisco
- Formulas provided for in this Charter for the establishment and maintenance of wages, hours, benefits and terms and conditions of employment
- The financial condition of the City and County of San Francisco and its ability to meet the costs of the decision



Thank You

