

**AMENDMENT NO. 1**  
**May 12, 2023**  
**TO THE 2023-2026 MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE CITY AND COUNTY OF SAN FRANCISCO**  
**AND**  
**SAN FRANCISCO FIRE FIGHTERS UNION LOCAL 798**  
**UNIT 1**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors:

**SECTION 14. OVERTIME COMPENSATION**

14.2 For Employees On A 48.7 Hour Average Work Week. Subject to the provisions below, any time actually worked under proper authorization or suffered to be worked in excess of the number of hours normally scheduled and in excess of 106 hours in the 14-day PPSD pay period shall be designated as overtime and shall be compensated at one and one half (1.5) times the base hourly rate, except as otherwise required by the FLSA. ~~Effective July 1, 2022 through close of business June 30, 2023~~ Upon request of the Chief of the Fire Department, the requirement that employees must work in excess of 106 hours in the 14-day PPSD pay period to earn one and one half (1.5) overtime ~~is~~ may be waived by the DHR Director if DHR determines it is necessary to address mandatory overtime. DHR's determination on whether to provide a waiver is non-grievable.

**FOR THE CITY**

Date: 5/12/2023

  
\_\_\_\_\_  
Ardis Graham  
Employee Relations Director


**FOR THE UNION**

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

\_\_\_\_\_  
Floyd K. Rollins II  
President

*APPROVED AS TO FORM:*

DAVID CHIU  
City Attorney

  
\_\_\_\_\_  
Jonathan Rolnick Chief  
Labor Attorney