



**OFFICE OF THE CONTROLLER**  
**CITY AND COUNTY OF SAN FRANCISCO**

Ben Rosenfield  
 Controller  
 Todd Rydstrom  
 Deputy Controller

May 1, 2023

Ms. Angela Calvillo  
 Clerk of the Board of Supervisors  
 City Hall, Room 244  
 1 Dr. Carlton B. Goodlett Place  
 San Francisco, CA 94102

RE: File Numbers 230448 and 230449: Memorandum of Understanding (MOU) between the City and County of San Francisco and San Francisco Fire Fighters Union Local 798, IAFF, AFL-CIO, Units 1 and 2

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I submit a cost analysis of the MOU between the City and County of San Francisco and the San Francisco Fire Fighters Union Local 798, IAFF, AFL-CIO, Units 1 and 2. The MOU covers the period July 1, 2023 through June 30, 2026. The MOU affects approximately 2,000 positions with an overall salary and benefits base of \$428 million.

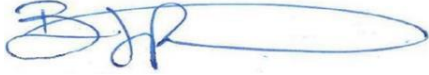
The MOU provides for a total increase in wages of 10.75% spread over the length of the contract. There are additional increases, including retention pay and premiums for holidays, night shift, and paramedic work. The cost to all funds of these provisions is given in the following table. Approximately 93% of the increase in costs is supported by the General Fund.

<b>San Francisco Fire Fighters Union Local 798</b>	<b>FY 2023-24</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>
Wages	\$ 13,760,000	\$ 24,090,000	\$ 42,620,000
Wage-Related Fringe Benefits	1,710,000	3,000,000	5,310,000
Holiday Premium Pay	0	3,450,000	3,610,000
Retention Pay	0	2,700,000	2,820,000
Night Shift Premium	150,000	150,000	160,000
Emergency Childcare	50,000	50,000	50,000
Paramedic Premium	10,000	10,000	10,000
<b>Union Total</b>	<b>\$ 15,680,000</b>	<b>\$ 33,450,000</b>	<b>\$ 54,580,000</b>
<i>% of Wage and Benefits Base</i>	<i>3.66%</i>	<i>7.81%</i>	<i>12.74%</i>

Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes. Wage increases in FY 2024-25 and FY 2025-26 could be delayed if the Joint Report projects a budget deficit greater than \$300 million. This cost estimate assumes that these increases will take place as scheduled. If the wage increases were delayed, the estimated cost for only salary and benefits would be reduced to approximately \$20.6 million in FY 2024-25 and \$34.1 million in FY 2025-26.

If you have additional questions or concerns, please contact me at (415)-554-7500 or Carol Lu of my staff at (415)-554-7647.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. Rosenfield", with a long horizontal flourish extending to the right.

Ben Rosenfield  
Controller

cc: Ardis Graham, Employee Relations Director  
Severin Campbell, Budget Analyst