

**AMENDMENT NO. 2  
TO THE 2018-2021 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
SAN FRANCISCO FIRE FIGHTERS UNION  
LOCAL 798, IAFF, AFL-CIO  
UNIT 1**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors and ratification by the San Francisco Fire Fighters Union, Local 798:

**SECTION 9. SALARY**

9.1 Employees shall receive the following base wage increases:

July 1, 2018 3%

July 1, 2019 3%

**The City and the Union had previously negotiated the following:**

**1.** Effective July 1, 2020, represented employees will receive a base wage increase of 3% unless the March 2020 Joint Report, prepared by the Controller, the Mayor's Budget Director and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2020-2021 that exceeds \$200 million, in which case the base wage adjustments of 3% due on, July 1, 2020, will be delayed by six (6) months until the pay period including January 1, 2021.

**2. The City and the Union, Local 798 agree that subsection (1) above is superseded, and the wage increase of 3% above is deferred and split as follows:**

**a. 1% of the raise originally due on July 1, 2020 and delayed to the pay period including January 1, 2021 is deferred to the close of business on June 30, 2022.**

**b. 2% of the raise originally due on July 1, 2020 and delayed to the pay period including January 1, 2021 is deferred to the close of business on June 30, 2023.**

**Effective July 1, 2021, represented employees will receive a base wage increase of 3.0%, except that if the March 2021 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year**

2021-2022 that exceeds \$200 million, then the base wage adjustment due on July 1, 2021, will be delayed by approximately six (6) months, to be effective on January 8, 2022.

Effective July 1, 2022, represented employees will receive a base wage increase of 3.0%, except that if the March 2022 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2022-2023 that exceeds \$200 million, then the base wage adjustment due on July 1, 2022, will be delayed by approximately six (6) months, to be effective on January 7, 2023.

### Parity

The parties agree that if any new general base wage increase is agreed to, granted or awarded to fifty percent plus one (50% plus 1) of employees covered by the Public Employee Committee of the San Francisco Labor Council during the twelve (12) months following the approval of the Second Amendment to this 2018-2021 Agreement, which wage increase would apply in Fiscal Years 2020-2021, 2021-2022 or 2022-2023, then the City shall provide that general base wage increase to the members of this bargaining unit in the same amount and on the same effective date. This provision does not apply to any existing wage increases or agreement on deferral of any existing wage increases.

9.2 The Department will continue to post the schedule of employee wage rates.

## SECTION 12. RETIREMENT

### 12.5 Retirement Restoration Payment

For employees who retire between December 26, 2020 and June 30, 2024, the City will provide restoration back pay for the following deferred wage increases on regularly scheduled hours for the 12-month period that preceded the date of retirement:

1% deferred from December 26, 2020 through COB June 30, 2022; and  
2% deferred from December 26, 2020 through COB June 30, 2023.

As an example, by way of illustration only, if an employee retires on June 30, 2021, the City would provide back pay to the employee for the period December 26, 2020 through June 30, 2021, in the amount of 1% and 2% on regularly scheduled hours. As another example, by way of illustration only, if an employee retires on June 30, 2022, the City would provide back pay to the employee for the period July 1, 2021 through June 30, 2022, in the amount of 1% and 2% on regularly scheduled hours.

## SECTION 56. TERM

- 56.1 This Agreement shall remain in full force and effect from July 1, 2018, to and including June 30, ~~2021~~2023.
- 56.2 The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.
- 56.3 The parties agree to establish a negotiation schedule for a new agreement 180 days prior to the termination of this Agreement.

**FOR THE CITY**

Date: 8/10/2020



Carol Isen  
Employee Relations Director

**FOR THE UNION**

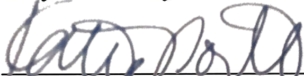
Date: 8/10/2020



Shon Buford  
President

*APPROVED AS TO FORM:*

DENNIS J. HERRERA  
City Attorney



Katharine Hobin Porter  
Chief Labor Attorney

8/10/2020