

AMENDMENT NO. 2
May 12, 2022
TO THE 2018-2023 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
MUNICIPAL EXECUTIVES' ASSOCIATION
FIRE

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

III.A. WAGES

49. Base wages shall be increased as follows:

7/1/18: 3%

7/1/19: 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 The City and the Association agree that subsection (1) above is superseded, and the wage increase of 3% above is deferred and split as follows: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.

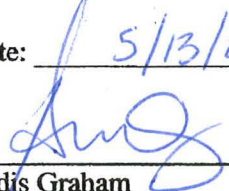
Effective July 1, 2021, represented employees will receive a base wage increase of 3.0%, except that if the March 2021 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2021-2022 that exceeds \$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.

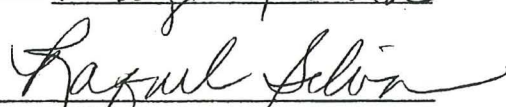
FOR THE CITY

Date: 5/13/2022


Ardis Graham
Employee Relations Director

FOR THE UNION


Date: May 12, 2022


Raquel Silva
Executive Director

APPROVED AS TO FORM:

DAVID CHIU
City Attorney

Date: 5/13/22


Jonathan Rolnick
Chief Labor Attorney