AMENDMENT NO. 4
May 12. 2022
TO THE 2018-2023 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
SAN FRANCISCO FIRE FIGHTERS UNION
LOCAL 798, IAFF, AFL-CIO
UNIT 2

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

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 The City and the Union, Local 798 agree that subsection (1) above is superseded, and the wage increase of 3% above is deferred and split as follows: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

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.

SECTION 14. OVERTIME

14.1 The Chief of the Department or designee may require members to work longer than the regular work day or the regular work week.

14.2 Overtime Provisions For Employees On A 48.7 Hour Average Work Week. Subject to the provisions below, any time 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, 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 at the applicable rate is waived.**

FOR THE CITY

Date: 5.13.2022

~~Carol Isen~~ Aridis Graham
Employee Relations Director

FOR THE UNION

Date: 5-13-2022

Shon Buford
President

APPROVED AS TO FORM:

DAVID CHIU
City Attorney

5/13/22

Jonathan Rolnick
Chief Labor Attorney