

City and County of San Francisco
Micki Callahan
Human Resources Director



Department of Human Resources
Connecting People with Purpose
www.sfdhr.org

May 31, 2019

TO: Angela Calvillo, Clerk of the Board
Board of Supervisors

FROM: Carol Isen, Employee Relations Director
Department of Human Resources

RE: **Amended Supporting Documents**

Enclosed is a revised Firefighters, Local 798, Unit 2 Amendment No. 1

The substitute MOU Amendment ensures that the amendment fulfills the parties' intent to ensure that individuals performing the H42 Assistant Fire Marshal work receive the mutually agreed upon pay rate, regardless of whether those individuals are appointed to the H-42 position or fulfilling the duties of that position in an acting capacity. This substitution does not affect the anticipated cost of the MOU Amendment.

Thank you.

Enclosures

cc: Ben Rosenfield, Controller
Kelly Kirkpatrick, Mayor's Budget Director
Sophia Kittler, Mayor's Liaison to the Board of Supervisors
Members, Government, Audit and Oversight Committee
John Carroll, Assistant Clerk, Board of Supervisors
Brent Jalipa, Legislative Clerk, Board of Supervisors
File

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BY [Signature]



**AMENDMENT NO. 1
 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 2**

SECTION 9. SALARY

9.1 Employees shall receive the following base wage increases:

July 1, 2018 3%
 July 1, 2019 3%

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.

9.1a Effective July 1, 2019, the annual base rate of pay for class H42 Assistant Fire Marshal, inclusive of the 3% base wage increase effective July 1, 2019, shall be \$211,562. Included in the pay issued on August 20, 2019, active employees acting or appointed in classification H42 Assistant Fire Marshal who were in that classification or acting in that classification during fiscal year 2018-2019 shall receive a one-time lump sum payment calculated by applying the difference between the annual rate they earned in that classification in fiscal year 2018-2019 (i.e., \$193,388) and \$205,400 for any compensation earned while appointed to or acting in that classification in fiscal year 2018-2019.

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

FOR THE CITY

FOR THE UNION

Date: 5/31/19

Date: 5-31-19

Carol Isen
 Employee Relations Director

Shon Buford
 President



APPROVED AS TO FORM:

DENNIS J. HERRERA
City Attorney

Katharine Hobin Porter
Chief Labor Attorney