

Professional Employees Association and City of St Paul
2023 - 2025 Contract Negotiations
Summary Agreement

Date of TA: April 20, 2023

Duration: January 1, 2023 – December 31, 2025

The following represents a summary of the agreements between the City of St Paul and Professionals Employees Association:

1. **Terms:** 3 years
2. **Wages: ATB Increases**
Effective 3/1/2023 (or closest pay period): 3.5%
Effective 1/1/2024 (or closest pay period): 2.5%
Effective 1/1/2025 (or closest pay period): 2.5%
3. **Article 1 Recognition**
Add Equity Language
4. **Article 2 Maintenance of Standards**
Remove application of Civil Service Rule 6 & 7
5. **Article 7 Wage Schedule/Step Progression/Longevity Pay:**
Effective 1/1/2023 (or closest pay period)
Annualize steps
Step 1 Eliminated
Performance Zone wage range added to top of salary schedule
Increase step 8 by 1%
Effective 1/1/2024 (or closest pay period)
Implement Longevity Pay:
\$24 bi-weekly for employees who have completed 10 years of City service
\$32 bi-weekly for employees who have completed 15 years of City service
\$40 bi-weekly for employees who have completed 20 years of City service
Effective 1/1/2025 (or closest pay period)
Performance Zone implementation: Eligible employees receive performance zone increases (or lump sums) on their anniversary date
6. **Article 8 Vacation**
Increase vacation accrual by one (1) day for 20+ year employees
7. **Article 10 Sick leave**
Provide 2 days of annual bereavement leave for all employees

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8. Article 11 Leave of Absence

Provide 8 weeks of paid parental leave for all employees

9. Article 12 Insurance

- a. Implement rates from 2023-2025 LMCHI agreement.
- b. Change eligibility for employer contribution for retiree health insurance plan offered by the Employer.

10. Article 24 Deferred Compensation

Increase Employer match per year for all employees

11. Article 17 Safety

New Article 17.4 regarding safety related building closures

12. MOAs:

On Call OTC MOA

Safety LMC MOA

Other changes were of a housekeeping nature.