

**Professional Employees Association and City of St Paul
2026-2028 Contract Negotiations
Tentative Agreement Summary**

Date of TA: May 22, 2026

Duration: January 1, 2026 – December 31, 2028

Wages: Effective 4/1/2026 (or closest pay period): 3.0%
Effective 1/1/2027 (or closest pay period): 3.0%
Effective 1/1/2028 (or closest pay period): 3.5%

Article 6 Hours of Work

Add 30-day notice requirement for ending a remote work arrangement

Article 7 Wages - Longevity Pay

Update rates and remove escalator clause

Article 9 Holiday

Effective January 1, 2027, add one (1) floating holiday

Article 10 Sick leave

Replace the term “funeral” with bereavement

Article 11 Leave of Absence

Remove 320 hours from PPL article

Provide clarification that holiday pay does not extend the paid parental leave

Article 12 Insurance

Implement rates from 2026-2027 LMCHI agreement.

Add language that the LMCHI rates will be implemented once negotiated in 2028

Article 17 Safety

Increase Safety Shoes and boots allowance

Provide annual allowance for uniforms for Parks and Recreation employees

Article 19 Grievance Procedure

Add timeline to schedule a pending arbitration

Article 24 Deferred Compensation

Increase Employer match per year for all employees

MOAs:

Renew Library Language Differential MOA

Performance Pay Library Audit MOA

Other changes were of a housekeeping nature.