

City of Saint Paul and Saint Paul Supervisors Organization (SPSO)
2026-2028 Contract Negotiations
Summary Agreement Sheet

Date of Tentative Agreement: March 24, 2026

Duration: January 1, 2026 – December 31, 2028

Wages:

2026	3.0%	Effective April 1
2027	3.0%	Effective January 1
2028	3.5%	Effective January 1

Article 11.6 – Performance Zone

Updated evaluation criteria to begin on January 1, 2027, for anniversary dates beginning January 1, 2028.

Employer will pay all performance pay eligible employees in 2025 a sum of \$500.00, and 2026 a sum of \$250.00 regardless of level of participation or outcome (percentage awarded) in the performance goals evaluation process.

Article 17.7 Bereavement Leave

One day of bereavement leave added effective January 1, 2027.

Article 20 – Post-Employment Health Savings Account

Increase contribution [currently \$1200] under Section 20.1 as follows:

2026	\$1,250
2027	\$1,300
2028	\$1,350

Article 11.4 – Longevity

Effective January 1, 2026 increase longevity as follows:

Completed Years of Service	Bi-weekly Amount
10 years	\$10. <u>25</u>
15 years	\$20. <u>50</u>
20 years	\$30. <u>75</u>

Effective January 1, 2027 increase longevity as follows:

Completed Years of Service	Bi-weekly Amount
10 years	\$25
15 years	\$40
20 years	\$60

Section 16.8 – Severance

Increase severance for 2027 amended as follows:

<u>Unused Hours of Sick Leave</u>	<u>Severance</u>
<u>1,000 - 1,299</u>	\$12,500 <u>15,000</u>
<u>1,300 - 1,499</u>	\$15,000 <u>17,500</u>
<u>1,500 or more</u>	\$17,000 <u>20,000</u>

Article 17 Sick Leave

Clarified sick leave use eligibility reasons for consistency with state and federal statutes.

Article 13 Insurance

Language of Article 13 is amended to reflect Labor-Management Committee on Health Insurance (LMCHI) agreement for each year of the CBA.

Section 14.1 – Vacation Accrual

The vacation accrual schedule is amended as follows:

Years of Service	Vacation Granted
Less than 5 years	17 days
After 5 years thru year 7	20 days
After 7 thru year 15	24 days
After 15 thru year 19	27 days
After 19	28 29 days

Housekeeping:

To distinguish between performance pay change 5.4 to “Recognition Pay.”

Eliminate obsolete job titles.

Renew MOAs:

Early Retiree Opt Out of City Insurance Plan

Attorney License MOA

CAO – Deputy City/Supervising Attorney

Paid Parental Leave

Other items were non-substantive agreements.