

City of St. Paul and Saint Paul Firefighters Local 21
2026-2028 Contract Negotiations
Summary Agreement Sheet

Date of Tentative Agreement: June 15, 2026

Duration: January 1, 2026 – December 31, 2028

- 1) Wages (closest pp):
 - a. 2026: 3.0% on 7/1/2026
 - b. 2027: 3.5% on 2/1/2027
 - c. 2028: 3.5% on 2/1/2028
- 2) Tour of Duty (Art. 2.7)
Split into sworn vs non-sworn for clarity. Added language regarding alternative schedules, notice provisions, requirements to meet and negotiate changes to terms and conditions as a result of alternative schedules, and clarification that the 24 hour rate of pay only applies to the 56 hr work week.
- 3) Recognition (Art. 3.3)
Housekeeping fix of numbering.
- 4) Working out of Class (Art. 9.2)
Add language that Employer agrees to provide seven-day notice when detailing between 56 and 40 hour work schedules.
- 5) Seniority (Art. 10)
Clarification that Power Rig subject to normal bidding. Employees enrolled in JATP but incomplete will be ineligible to bid until completion of JATP
- 6) Sick Leave (Art. 19)
Added statutory language regarding use of sick leave/ESST, added ESST Weather Waiver, and clarified that Holiday Pay during PPL does not extend the length of the leave.
- 7) Wage Schedule (Art. 23)
Effective **January 1, 2027**, Step H (20-yr) is reduced to 19-yr and 1/1/28 is reduced to 18-yr and also Step G (15-yr) is reduced to 14-yr.
- 8) Uniforms (Art. 24)
Uniform rate frozen at \$827.68 for duration of agreement. Escalator based on ATB's reinstated for following agreement. Added language that employees must be actively working to receive the allowance.
- 9) Severance (Art. 26)
Added language that employees must provide 15 calendar days notice to be eligible for severance. Effective **December 31, 2028**, new severance program for all severance payouts. System based on one-half (1/2) the value of the hourly rate up to a maximum number of hours.

10) Premium (Art. 31)

Clean up obsolete language. Remove one (1) year waiting period effective 1/1/27 (31.1).

Increase Paramedic rates:

<u>Assigned</u>	<u>1/1/27</u>	<u>1/1/28</u>
Less than 3 years in program:	11.7%	12%
After 3 years in program:	14.7%	15%
After 5 years in program:	15.7%	16%
After 7 years in program:	16.7%	17%

<u>Unassigned</u>	<u>1/1/27</u>	<u>1/1/28</u>
After 3 years in program:	10.7%	11%
After 5 years in program:	11.7%	12%
After 7 years in program:	12.7%	13%

Effective **July 1, 2026** the premium for a non-sworn assigned to ALS will be the same as a sworn employee with less than 3 years service. Employees working BLS will be 9%.

Effective **July 1, 2028**, employees assigned to a paramedic engine company who have worked for three consecutive years will receive the 10.25% differential.

NEW: Effective **July 1, 2027** Preceptor Pay for paramedics equal to two percent (2%) of Step F (10-yr rate). Increased to three percent (3%) in 2028.

NEW: Non-sworn employees who are assigned to a forty (40) hour schedule are eligible for Shift Differential pay.

11) NEW – Add probation article (will be Art. 37, shift Duration to Art. 38)

Effective for employees hired after **July 1, 2026**, employees will serve an eighteen-month (18) probationary period.

12) Retiree Health Insurance:

- a. Resolve grievance and withdraw ULP
- b. Add new Section 14.15 clarifying eligibility
- c. Renew RHI MOA

13) Health Insurance.

Update language per LMCHI agreement.

14) Other changes were of a housekeeping nature.