

City of Saint Paul
Classified Confidential Employees Association (CCEA)
BU 81 (Clerical) / BU 82 (Technical) / BU 83 (Professional)
2026-2028 Contract Negotiations
Summary Agreement

Date of TA: June 23, 2026

Duration: January 1, 2026 – December 31, 2028

Wages:

Effective April 1, 2026 (or closest pay period): 3.0%

Effective January 1, 2027 (or closest pay period): 3.0%

Effective January 1, 2028 (or closest pay period): 3.5%

Article 1 Recognition

Remove EDP Programmer and EDP Programmer Trainee classifications; add Human Resources Consultant IV

Add classification change procedures for abolished/newly established titles

Article 3 Hours of Work and Compensation

Clarify call-in pay guarantees apply only to FLSA non-exempt employees

Article 5 Holidays

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

Article 6 Employee Rights / Grievance Procedure

Extend Step 1 filing deadline from 14 workdays to 20 calendar days

Require written grievances to cite the specific contract provision violated

Exclude exercise of management rights (Article 17) from the grievance procedure

Article 9 Vacation

Effective **January 1, 2027**, add one day at top-tier accrual (max increases to 29 days)

Effective **January 1, 2027**, increase maximum carryover from 120 to 160 hours

Article 14 Wages - Longevity Pay

Increase longevity pay rates effective **January 1, 2027**

Article 16 Leaves of Absence

Clarify holiday pay during Paid Parental Leave does not extend the leave

Article 19 Discipline

Exclude written reprimands from Step 4 arbitration; Step 3 response is final and binding

Article 22 Severance Pay

Replace tiered table with formula-based calculation (1/4 hourly rate per accrued sick hour, \$20,000 max), effective **12/31/2026**

Confirm 90-day payout period and remove conflicting February payment language

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Article 24 Sick Leave

Align sick leave with Minnesota Earned Sick and Safe Time (ESST) rules
Replace the term “funeral” with bereavement; update eligible relationships to reference Minn. Stat. § 181.9445

Article 26 Deferred Compensation

Effective **January 1, 2027**: Increase Employer match to \$1,100
Effective **January 1, 2028**: Increase Employer match to \$1,200
(2026 remains \$900)

Article 27 Safety

Allow the Employer to require remote work in lieu of sending employees home during a non-weather facility closure

Appendix B Performance-Based Compensation Plan

Maintain current compensation tiers (1%, 2%, or 3%) for top-step employees
Add procedural standards for goal-setting and performance evaluation timelines
Default to “Met” rating if the Employer fails to administer the evaluation process

Other changes were of a housekeeping nature.