

**City of St. Paul and Manual and Maintenance Supervisors Association
2026-2028 Contract Negotiations
Summary Agreement Sheet**

Below is a summary of the changes in the collective bargaining agreement between the
City of Saint Paul and MMSA.

Date of TA: May 20, 2026

Duration: January 1, 2026 – December 31, 2028

Wages:

Effective **June 1, 2026** (closest payroll period): 3%

Effective **January 1, 2027** (closest payroll period): 3%

Effective **January 1, 2028** (closest payroll period): 3.5%

Article 11 Overtime and Premiums

Add to 11.9 “Managers are also encouraged to consider rest time for safety reasons in other circumstances.”

Article 12 Uniforms

Increase water uniform allowance to \$400 annually in 2027 with auto increases beginning in 2028

Incorporate Senior Zookeeper footwear allowance from MOA to body of CBA (\$175/year)

Increase 12.4 Zoo uniform allowance by \$100/year annually beginning in 2027

Article 13 Vacation

Add years of service language to include previous relevant employment for vacation rate AND

Allow for one-time service review request for current employees

Increase carryover from 120 to 160 hours beginning in 2027 for carryover to 2028

Article 14 Holidays

Add 1 annual paid floating holiday (no carryover) beginning 1/1/27

Article 15 Insurance

Add 2026-2027 LMCHI MOA Rates to CBA

Add language for 2028 LMCHI negotiations

Article 17 Severance

Reduce years of eligibility from 18 to 17 effective 8/1/26

Article 18 Working Out of Classification

Specify that WOC is assigned by supervisor

Clarify that days are per calendar year and may be non-consecutive as is current practice

Article 19 Leave

Increase Paid Parental Leave from 4 to 8 weeks effective 1/1/27

Add 1 paid bereavement day per year (no carryover) beginning 1/1/27

Article 22 Deferred Compensation

Reduce eligibility requirement from 5 years to 1 year City employment

Change matching contributions as follows beginning 1/1/27:

- 1-year step (new) \$375
- 5-year step to \$700/year (now \$375)
- 10-year step to \$1,075/year (now \$925)
- 20-year step to \$1,275/year (now \$1,075)
- 30-year step to \$1,500/year (now \$1,275)

MOAs:

Add LMCHI Health Insurance MOA to end of CBA

Add License differential MOA to the end of CBA with following changes:

- Make NIMS license benefit for all supervisors
- Add “Training coordinator-SPRWS” title

Move zoo footwear MOA to body of CBA

Re-sign Retiree Health Insurance MOA

Re-Sign Water CSR Testing MOA

Re-Sign Zookeeper/Parks Holiday MOA

Re-sign On-Call MOAs with the following changes:

Sewers:

- Increase Holidays to 1.5x for 5 hours (Currently 3/4/4)

Water:

- Increase Weekdays to 1.5x for 3 hours/Weekends to 1.5x for 4 hours/Holidays to 1.5x for 4 hours (Currently 1/2/3)
- Add Summer (to make it apply all year round)

Forestry:

- Increase Weekdays to 1.5x for 3 hours/Weekends to 1.5x for 4 hours/Holidays to 1.5x for 4 hours (Currently 1/2/3)

Street Maintenance:

- Increase Weekdays to 1.5x for 3 hours/Weekends to 1.5x for 4 hours/Holidays to 1.5x for 4 hours (Currently 2/2/3)
- Add Superintendent and Sup I (after probation).
- The length of MOU is as long as the pilot program exists plus 6 months or the end of the next Contract (whichever comes first).

Other items were non-substantive, housekeeping agreements.