

**Summary Agreement Sheet**  
**CITY OF SAINT PAUL**  
**AND**  
**SAINT PAUL SUPERVISORS ORGANIZATION**

**Date of Tentative Agreement: January 4, 2023**

**Duration: 2023-2025**

The following represents a summary of the agreements between the City of St. Paul and Saint Paul Supervisors Organization:

- 1. Term:** 3 years
- 2. Wages: ATB Increase** (Increases take effect on closest payroll period)
  - Effective 3/1/2023: 3.5%
  - Effective 1/1/2024: 2.5%
  - Effective 1/1/2025: 2.5%
- 3. Wage Schedule/Step Progression/Longevity Pay:**
  - **Effective 1/1/23 (or closest pay period)**
    - Annualize steps
    - Step 1 eliminated
    - Performance zone wage range added to top of salary schedule
  - **Effective 1/1/24 (or closest pay period)**
    - Performance Zone:
      - Wage range of 9% added above top step of salary schedule.
      - Movement through range based on satisfactory performance evaluation.
      - Employees at the max in range are eligible for lump sum payment of 50% of the amount they would have earned had they not been at the max.
    - Implement Longevity Pay:
      - \$10 bi-weekly for employees who have completed 10 years of City service
      - \$20 bi-weekly for employees who have completed 15 years of City service
      - \$30 bi-weekly for employees who have completed 20 years of City service
  - **Effective 1/1/25 (or closest pay period)**
    - Performance Zone implementation: Eligible employees receive performance zone increases (or lump sums) on their anniversary date
- 4. Article 14.1-Vacation Accrual:** Implement new vacation accrual schedule

<b>Years of Service</b>	<b>Vacation Granted</b>
Less than 5	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 years	28 days
- 5. Insurance (Article 13):** Updated contribution amounts.

6. **Vacation (Article 14):** Remove requirement that "Years of Service" credit must be made at the time of appointment into bargaining unit.
7. **MOA - Early Retiree Health Insurance Option:** Updated MOA to allow one-time opt out.
8. **MOA – CAO Performance Pay:** Renew and update MOA for performance-based wage increases.

Other changes were of a housekeeping nature.