

Summary Agreement Sheet
City of St. Paul and IAFF Local 21

Below is a summary of the tentative agreements reached between the parties:

1. **Date of TA:** March 29, 2022
2. **Duration:** 2 years (2021-2022)
3. **Tour of Duty (Art. 2.7):** Assignments not restricted.
4. **Recognition (Art. 3.2) and Seniority (Art. 10):** EMT title included in union, sworn classification defined, clarification of how classification seniority will be used.
Article 3.5 (New): Equity language added.
5. **Overtime (Art. 11):** Employees will be allowed to accrue up to 48 hours of comp time on a trial basis – no contract language changes.
6. **Health Insurance (Art. 14):** Agree to implement terms of joint MOA on health insurance rates. Life insurance waiver language removed.
7. **Vacation/Holidays (Art. 16):** Adjust vacation schedule and add Juneteenth effective 1/1/22.
8. **Union Release Bank (Art. 16.7):** Allow carry over of up to 500 hours.
9. **Tour of Duty Holiday (Art. 17.1):** Firefighters with 15 years of service receive a second Tour of Duty Holiday effective 1/1/22.
10. **Volunteerism (Art. 18):** Remove City oversight of employment and renew annually.
11. **Uniform Allowance (Art. 24):** Update amounts based on general wage increases in 2021 and 2022.
12. **Severance (Art. 26):** Eliminate obsolete language and clarify requirement for time with the “City.”
13. **Incapacitation (Art. 27):** Sixty days of continuation once medical determination made.
14. **Premium Pay (Art. 31):** New premium for “unassigned paramedic effective 1/1/2022. Employees will now be required to sign in with their paramedic credentials.

Clarified that the EMT premium (31.3) is only available for sworn personnel.

Summary Agreement Sheet
City of St. Paul and IAFF Local 21
Page Two

Creation of additional Arson premium for Squad personnel assigned as Arson Investigator (31.4(b)) – this premium is in addition to the Hazardous Materials premium and is effective 1/1/2021.

Premium pay for EMT longevity (Art 31.5) adjusted from 9.25% to 10.25% effective 1/1/2022.

15. **Drug and Alcohol Testing (Art. 32):** Language updated to be compliant with state legislation, will mirror FSA.

16. **Wages (Appendix A):**

Revise descriptions of steps in the schedule.

Wages:

Effective January 1, 2021 (or closest pay period): 1.0%

Effective January 1, 2022 (or closest pay period): 2.0%

Effective July 1, 2022 (or closest pay period): 0.5%

17. All other TAs are of a housekeeping nature.