

CITY OF SAINT PAUL & INTERNATIONAL ASSOCIATION OF  
FIREFIGHTERS, LOCAL 21  
Summary Agreement Sheet  
July 12, 2017

Below is a summary of the tentative agreements between the City of St. Paul and IAFF, Local 21:

- 1) Date of TA: MAY 4, 2016
- 2) Duration: January 1, 2016-December 31, 2017
- 3) Wages:           2.5% on January 1, 2016  
                      3.0% on July 1, 2017  
                      0.5% on December 1, 2017
- 4) Grievance Procedure: Adjusted language to comply with Veteran's Preference Act. Eligible Veteran's may pursue certain grievances through contract or Veteran's Preference Hearing, but not both.
- 5) Health Insurance: Implement terms of City-wide Labor-Management Committee MOA on contribution rates.
- 6) Holidays/Vacation/Severance: Adjust language to comply with hour-for-hour pay structure.
- 7) Fitness for Duty: Adopt language controlling when and how psychological examinations may be used.
- 8) Seniority: Employees required to vacate bid assignments following doctor's determination employee has reached maximum medical improvement and is no longer able to perform duties of his/her position.
- 9) Premiums: Employees will not lose longevity premium if they are unable to bid onto an open rig featuring that premium immediately upon promotion.
- 10) All other agreements were of a non-substantive, housekeeping nature.