

2026 - 2028

AGREEMENT

BETWEEN

THE CITY OF SAINT PAUL

AND

LOCAL UNION 2508

COUNCIL 5

**OF THE AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES, AFL-CIO**

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PREAMBLE

This Agreement entered into by the City of Saint Paul, hereinafter referred to as the Employer, and Local Union 2508 affiliated with Council 5 and the American Federation of State, County, and Municipal Employees, AFL-CIO, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1 – RECOGNITION

1.1 The Employer recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all of its employees as outlined in the certification by the State of Minnesota, Bureau of Mediation Services, dated July 12, 1973, in Case No. 74-PR61-A and as amended as set forth in Section 1.2 below.

1.2 The bargaining unit covered by this Agreement shall consist of the following:

All office, clerical, and administrative personnel who are employed by the City of Saint Paul or who have their “terms and conditions of employment” established by the governing body of the City of Saint Paul, and whose employment service exceeds the lesser of fourteen (14) hours per week or thirty-five percent (35%) of the normal work week and more than sixty-seven (67) work days per year, in the classifications of:

Accounting Clerk I	*License Clerk (Inactive)
Accounting Clerk II	Maintenance Trainee
Animal Control Officer (Inactive)	Management Trainee
Animal Services Officer I	Meter Reader
Animal Services Officer II	Meter Reader Coordinator
Animal Services Officer III	Office Assistant I
*Building Permit Clerk	Office Assistant II
City Council Executive Assistant I	Office Assistant III
Clerical Trainee	Office Assistant IV
Clerk-Typist II (bilingual) (Inactive)	Parking Enforcement Officer
Community Engagement Cadet	Parking Enforcement Officer – Police
Customer Service Representative	Parks Services Assistant
Customer Service Senior Representative	Parks Services Lead
DSI Customer Service Specialist	Payroll Auditor
Duplicating Equipment Operator	Payroll Specialist
Duplicating Equipment Operator Trainee	Procedures Coordinator
Duplicating Equipment Operator Supvr. (Inactive)	Procurement Specialist
Employment Testing Coordinator (Inactive)	Property and Evidence Specialist
Executive Assistant I	Records Management Specialist
Executive Assistant II	Senior Animal Control Officer (Inactive)
Human Resources Assistant	Service Worker
Impound Lot Clerk	Storekeeper
IS Systems Support Specialist I	Storeroom Coordinator
IS Systems Support Specialist II	Stores Assistant
Legal Secretary	Technical Trainee
Library Aide	Youth and Community Program Specialist
Library Customer Service Assistant I	Zoo and Conservatory Attendant
Library Customer Service Assistant II	Zoo and Conservatory Attendant – Yr Rnd
Library Customer Service Assistant III	Zoo Keeper
Library Customer Service Assistant IV	

*Title abolished except as to present incumbents.

ARTICLE 1 – RECOGNITION (Continued)

- 1.3 The Union agrees to indemnify and hold harmless the Employer against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of Section 1.3 of this Article.
- 1.4 The Union generally supports City goals, policies and practices intended to advance race and gender equality, reverse disparity trends and eliminate systemic racism to achieve fair, just and equitable opportunities for all people.

ARTICLE 2 – UNION RIGHTS

- 2.1 The Employer agrees to deduct the Union membership initiation fee assessments and once each month dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Employer by a representative of the Union and the aggregate deductions of all employees shall be remitted together with an itemized statement to the representative by the first of the succeeding month after such deductions are made or as soon thereafter as is possible.
- 2.2 The Union agrees to indemnify and hold harmless the Employer against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.
- 2.3 An Employee to be questioned concerning an investigation of disciplinary action shall have the right to request that a union representative be present.
- 2.4 Effective for the successor agreement of 2026-2028, up to a maximum of eight (8) Bargaining Committee members shall receive up to forty (40) hours of paid time off to participate in negotiations with the Employer. The release of employees shall be from scheduled work time, not additional paid time.

ARTICLE 3 – HOURS OF WORK

- 3.1 The normal work day shall be seven and three-fourths ($7\frac{3}{4}$) consecutive hours per day, excluding a forty-five (45) minute lunch period, fifteen (15) minutes of which shall be paid.
- 3.2 The normal work week shall be five (5) normal work days in any seven (7) day period.
- 3.3 For employees on a shift basis, this shall be construed to mean an average of thirty-eight and three-fourths ($38\frac{3}{4}$) hours per week.
- 3.4 This section shall not be construed as, and is not a guarantee of, any hours of work per normal work day or per normal work week.
- 3.5 Time on the payroll in excess of the normal hours set forth above in this Article shall be “overtime work” and shall be done only by order of the Head of the Department.

ARTICLE 3 – HOURS OF WORK (Continued)

- 3.6 All employees in this bargaining unit shall be recompensed for work done in excess of the normal hours established above in this Article by being granted compensatory time on a time and one-half basis or by being paid on a time and one-half basis for such overtime work.
- 3.7 Normal work schedules showing the employee's shifts, work days, and hours shall be posted on all department bulletin boards at all times. It is also understood that deviation from posted work schedules shall be permissible due to emergencies and natural disasters, and overtime may be required.
- 3.8 Notwithstanding Sections 3.1 through 3.6, employees may, through mutual agreement with the Employer, work schedules other than schedules limited by the normal work day and work week as set forth in Sections 3.1, 3.2, and 3.3. Overtime compensation for employees working under such agreements shall be subject to the provisions of the Fair Labor Standards Act (FLSA).
- 3.9 For employees who wish to share a position, the Employer will attempt to provide options for implementing a sharing arrangement. Such an arrangement must be mutually agreed upon by the Employer and the employees involved. Vacation, holiday, and sick leave benefits for employees who share a position shall be pro-rated based upon the percent of hours worked. Health insurance benefits shall be administered in accordance with the provisions of Article 10 (INSURANCE) of this Agreement. In the event that one of the employees participating in the shared position is terminated or terminates employment, the Employer shall post the job sharing vacancy for a period of ten (10) days. If at the end of ten (10) days such vacancy cannot be filled, the Employer shall have the option of increasing the remaining employee's work hours.
- 3.10 Sections 3.8 and 3.9 shall not be subject to the provisions of Article 6 (EMPLOYEE RIGHTS – GRIEVANCE PROCEDURE) of this Agreement.
- 3.11 At least fourteen (14) calendar days prior to changing the normal work day or the normal work week, the Employer and Union shall meet and confer regarding the need for the proposed change and the possibility of other alternatives. It is also understood that deviation from such notice shall be permissible due to emergencies and natural disasters. Notice is not needed for temporary changes of less than one week.
- 3.12 When there is a need to assign additional daytime, evening, or weekend hours, the Employer shall first request volunteers from among employees. Volunteers must be able to perform the job duties of the position.
- 3.13 **Night Differential:** To any employee who works between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of six-and-one-half percent (6.5%) for such hours. Temporary employees are eligible for Night Differential.

Library Employee Night Differential: To any employee who works between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of five percent (5%) for such hours. To any Library employee who works hours on Sunday there shall be a differential of five percent (5%) for all hours worked.

ARTICLE 3 – HOURS OF WORK (Continued)

- 3.14 Employees who fail to report to work without notification to their supervisor, or designee, for three (3) consecutive work days shall be considered to have resigned from employment, unless because of an emergency where such notice could not have been given.

ARTICLE 4 – WORK BREAKS

- 4.1 **Rest Periods:** All employees work schedules shall provide for a fifteen (15) minute rest period during each one-half shift. The rest period shall be scheduled by management at approximately the middle of each one-half shift whenever this is feasible.
- 4.2 If an employee is scheduled to work a full half shift beyond their regular quitting time, they shall be entitled to the rest period that occurs during said half shift.

ARTICLE 5 – HOLIDAYS

- 5.1 **Holidays Recognized and Observed:** The following days shall be recognized and observed as paid holidays:

New Year's Day	Labor Day
Martin Luther King Day	Veterans' Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving*
Juneteenth Day	Christmas Day
Independence Day	One Floating Holiday (effective 01/01/2027)

Eligible employees shall receive pay for each of the holidays listed above on which they perform no work. Whenever any of the holidays listed above falls on a Saturday, the holiday shall be observed on the preceding Friday. Whenever any of the holidays listed above falls on a Sunday, the holiday shall be observed on the succeeding Monday. For employees assigned to a work week other than Monday through Friday, the holiday shall be observed on the calendar date of the holiday.

- 5.2 **Eligibility Requirements:** In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. The amount of holiday time earned shall be based upon the number of non-holiday hours paid during that pay period (see pro-ration charts in Salary Plan and Rates of Compensation). Paid hours include hours actually worked (excluding overtime), vacation time, compensatory time, paid leave, and sick leave. In neither case shall the holiday be counted as a working day for the purposes of this Section. It is further understood that neither temporary, emergency, nor other employees not heretofore eligible shall receive holiday pay.
- 5.3 If an employee, entitled to a holiday, is required to work, they shall be recompensed for work done on this day by being granted compensatory time on a time and one-half basis or by being paid on a time and one-half basis for such hours worked, in addition to their

ARTICLE 5 – HOLIDAYS (Continued)

- regular holiday pay.
- 5.4 Notwithstanding Section 5.2, a temporary employee shall be eligible for holiday pay only after such employee has been employed as a temporary employee for sixty-seven (67) calendar days.
- 5.5 *For all employees assigned to the Library, the Day after Thanksgiving shall be considered a normal work day and Christmas Eve shall be recognized and observed as a paid holiday.
- 5.6 Employees of the Public Health Department who are assigned to work a minor holiday, shall receive a different day off, or will receive their normal hourly payment and straight time holiday pay.
- 5.7 Effective **January 1, 2027**, one (1) floating holiday is added to the schedule in Article 5.1 above. The floating holiday set forth in Section 5.1 above may be taken at any time during the calendar year, subject to the approval of the Department Director of any employee.

ARTICLE 6 – EMPLOYEE RIGHTS – GRIEVANCE PROCEDURE

- 6.1 The Employer shall recognize stewards selected in accordance with Union rules and regulations as the grievance representatives of the bargaining unit. The Union shall notify the Employer in writing of the names of the stewards and of their successors when so named.
- 6.2 It is recognized and accepted by the Employer and the Union that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the employees and shall therefore be accomplished during working hours only when consistent with such employees' duties and responsibilities. The steward involved and a grieving employee shall suffer no loss in pay when a grievance is processed during working hours, provided the steward and the employee have notified and received the approval of their supervisor to be absent to process a grievance and that such absence would not be detrimental to the work programs of the Employer.
- 6.3 Procedure established by this Article shall be the sole and exclusive procedure for the processing of grievances, which are defined as an alleged violation of the terms and conditions of this Agreement.
- 6.4 However, this Article does not abridge grievance rights possessed by eligible veterans under applicable veterans' rights statutes.
- 6.5 Grievances shall be resolved in conformance with the following procedure:

Step 1 – Upon the occurrence of an alleged violation of this agreement, the employee involved (with or without the steward) shall attempt to resolve the matter on an informal basis with the employee's supervisor. If the matter is not resolved to the employee's satisfaction by the informal discussion, it may be reduced to writing and referred to Step 2 by the Union. The written grievance shall set forth the nature of the grievance, the facts

ARTICLE 6 – EMPLOYEE RIGHTS – GRIEVANCE PROCEDURE (Continued)

on which it is based, the alleged section(s) of the agreement violated, and relief requested. Any alleged violation of the agreement not reduced to writing by the Union within fourteen (14) work days of the first occurrence of the event giving rise to the grievance shall be considered waived.

Step 2 – Within seven (7) work days after receiving the written grievance, a designated Employer supervisor shall meet with the Union Steward and attempt to resolve the grievance. If as a result of this meeting the grievance remains unresolved, the Employer shall reply in writing to the Union within seven (7) work days following this meeting.

The Union may refer the grievance in writing to Step 3 within seven (7) work days following receipt of the Employer's written answer. Any grievance not referred in writing by the Union within seven (7) work days following receipt of the Employer's answer shall be considered waived.

Step 3 – Within seven (7) work days following receipt of a grievance referred from Step 2, a designated Employer supervisor shall meet with the Union Business Manager or their designated representative, the Employee and the Steward and attempt to resolve the grievance. Within seven (7) work days following this meeting, the Employer shall reply in writing to the Union stating the Employer's answer concerning the grievance. If as a result of the written response the grievance remains unresolved, the Union may refer the grievance to Step 4. Any grievance not referred in writing by the Union to Step 4 within seven (7) work days following receipt of the Employer's answer shall be considered waived.

Step 4 – If the grievance remains unresolved, the Union may within seven (7) work days after the response of the Employer in Step 3, by written notice to the Employer, request arbitration of the grievance. The arbitration proceedings shall be conducted by an arbitrator to be selected from a permanent panel of five (5) arbitrators. Arbitrators shall be selected by lot within twenty (20) work days after notice has been given.

In the event the Employer and the Union cannot mutually agree to five (5) arbitrators for the permanent panel, the parties will petition the Director of the Bureau of Mediation Services for a list of ten (10) arbitrators for each panel member for which the parties did not mutually agree. The parties shall alternately strike names from such list(s), the Employer striking first, until one (1) name remains.

Vacancies occurring on the permanent panel during the life of this Agreement shall be filled by mutual agreement of the parties. If the parties cannot mutually agree, the vacancy shall be filled by the process noted in the preceding paragraph. This arbitrator selection process shall be effective only for the duration of this Agreement unless both parties mutually agree to extend such provisions.

At any time prior to the opening of an arbitration hearing, the parties may mutually agree to utilize the assistance of the Bureau of Mediation Services to attempt to mediate a resolution of the dispute.

ARTICLE 6 – EMPLOYEE RIGHTS – GRIEVANCE PROCEDURE (Continued)

- 6.6 The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the specific issue submitted in writing by the Employer and the Union and shall have no authority to make a decision on any other issue not so submitted. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of laws, rules, or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension.

The decision shall be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented. The decision of the arbitrator shall be final and binding on the Employer, the Union, and the employees.

- 6.7 The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union, provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record.
- 6.8 The time limits in each step of this procedure may be extended by mutual agreement of the Employer and the Union.
- 6.9 It is understood by the Union and the Employer that a grievance, other than a grievance arising from a disciplinary action, may be determined by either the grievance procedure of this Contract or by the provisions of the Civil Service Rules of the City of Saint Paul. If an issue is determined by this grievance procedure it shall not again be submitted for arbitration under the Civil Service Rules. If an issue is determined by the provisions of the Civil Service Rules it shall not again be submitted for arbitration under this grievance procedure.
- 6.10 The provisions of this Article 6 shall not apply to Section 3.9 of this Agreement.
- 6.11 The Employer agrees to provide courtesy copies of all correspondence to the Union Business Manager or to the President of Local 2508. This Section shall not be grievable.

ARTICLE 7 – CITY MILEAGE

- 7.1 **Automobile Reimbursement Authorized:** Pursuant to Chapter 33 of the Saint Paul Administrative Code, as amended, pertaining to reimbursement of City officers and employees for the use of their own automobiles in the performance of their duties, the following provisions are adopted.

- 7.2 **Method of Computation:** To be eligible for such reimbursement, all officers and employees must receive written authorization from the Department Head.

When an employee is required to use their personal automobile to conduct authorized City business, the City shall reimburse the employee at the then current Federal I.R.S. mileage reimbursement rate for the most direct route.

ARTICLE 7 – CITY MILEAGE (Continued)

- 7.3 The City will provide parking at a location and manner of the Employer's choice within a reasonable distance of the work site for City employees on the above-mentioned reimbursement plan who are required to have their personal car available for City business. Such parking will be provided only for the days the employee is required to have their own personal car available.
- 7.4 **Rules and Regulations:** The Mayor shall adopt rules and regulations governing the procedures for automobile reimbursement. Such rules and regulations shall contain the requirement that recipients shall file daily reports indicating miles driven and shall file monthly affidavits stating the number of days worked and the number of miles driven, and shall further require that they maintain automobile liability insurance in amounts of not less than \$100,000/\$300,000 for personal injury, and \$25,000 for property damage, or liability insurance in amounts not less than \$300,000 single limit coverage, with the City of Saint Paul named as an additional insured. These rules and regulations, together with the amendment thereto, shall be maintained on file with the City Clerk.

ARTICLE 8 – RESIDENCE

- 8.1 The resolution pertaining to residency approved July 26, 1979, under Council File No. 273378 shall apply to all employees covered by this Agreement.

ARTICLE 9 – VACATION

- 9.1 Vacation credits shall accumulate at the rates shown below for each full hour on the payroll, excluding overtime.

<u>Years of Service</u>	<u>Hours of Vacation</u>
Start thru 4 th year	.0539 (14 days)
5 th year thru 9 th year	.0693 (18 days)
10 th year thru 15 th year	.0808 (21 days)
16 th year thru 23 rd year	.0962 (25 days)
24 th year and thereafter	.1077 (28 days)

- 9.2 The Head of the Department may permit an employee to carry over up to one hundred and twenty (120) hours of vacation into the following "vacation year." For the purpose of this Article the "vacation year" shall be the calendar year. Effective **January 1, 2027**, an employee may carry over up to one hundred and sixty (160) hours of vacation into the following "vacation year" with Department Head approval.
- 9.3 The above provisions of vacation shall be subject to the Saint Paul Salary Plan and Rates of Compensation, Section I, Sub. G (Vacation), unless the Contract provisions directly conflict with the Salary Plan. In such cases, the language of the Contract shall supersede/replace the conflicting language of the Salary Plan.
- 9.4 For purposes of this Article qualifying years of service shall be determined based on calendar years of service. This shall apply to both part-time and full-time employees.

ARTICLE 9 – VACATION (Continued)

- 9.5 “Years of service” may include, at the discretion of the Department Director, the amount of time worked by an employee at any previous public sector agency or private entity as in the relevant professional field. This “years of service” credit, if granted, may only be applied to affect vacation accrual and will have no impact on the employee’s seniority or other rights and benefits of employment based on years of service either to the Employee or in the employee’s job classification. Application of additional years of service credit is not subject to Article 6 of the Collective Bargaining Agreement.
- 9.6 If an employee has an accumulation of sick leave credits in excess of one hundred and eighty (180) days, they may convert any part of such excess at the rate of two (2) days of sick leave for one (1) day of vacation up to a maximum of five (5) days of vacation.
- 9.7 An employee may also, at the discretion of the Department Head and additionally, limited by the availability of funds in the Department’s budget, sell up to five (5) days, or any portion thereof, of accrued and unused vacation once per year. Such election must be made in writing on or before December 1st of each year. If the employee elects to sell vacation, the payment for such sold vacation shall be made in a lump sum in the nearest full payroll period following the election date. The payment shall be in the amount equal to the number of hours sold times the employee’s regular rate of pay in effect as of the date of such election. This section shall not be subject to the provisions of Article 23 (Employee Rights – Grievance Procedure) of this Agreement.

ARTICLE 10 – INSURANCE

Active Employee Insurance

- 10.1 The Employer will continue for the period of this Agreement to provide for employees such health and life insurance benefits as are provided by the Employer at the time of execution of this Agreement.

- 10.2 Effective **January 2026**, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

Choice Passport Plan:

2025 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2026, after any plan design changes; employees shall be responsible for the 2025 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2026, after any plan design changes.

Based on the proposed Medica RFP quotes, this results in the following Employer contributions:

Single: \$833.04, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$51.10/month.

Family: \$2,002.34 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$306.12/month.

ARTICLE 10 – INSURANCE (Continued)

Elect Plan/Vantage Plus ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2026; or the actual cost of the Elect Plan/Vantage Plus ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$796.30, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$0.00/month.

Family: \$2,002.34 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$77.42/month.

Park Nicollet ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2026; or the actual cost of the Park Nicollet ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$791.46, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$0.00/month.

Family: \$2,002.34, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$64.82/month.

Passport Copay Plan:

Single: \$398.88 (Employee share: \$731.28/month)

Family: \$748.22 (Employee share: \$2,216.32/month)

If the actual premiums for 2026 differ from the estimate upon which these contributions are based, the employer and employee contributions will be adjusted to reflect the negotiated cost sharing percentages as applied to the actual premiums for all plan options other than the Passport Copay Plan.

Effective **January 2027**, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

Choice Passport Plan:

2026 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2027, after any plan design changes; employees shall be responsible for the 2026 employee

ARTICLE 10 – INSURANCE (Continued)

contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2027, after any plan design changes.

Based on a 9.5% premium increase, this results in the following Employer contributions:

Single: \$902.30, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$65.78/month.

Family: \$2,183.22, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$344.48/month.

Elect Plan/Vantage Plus ACO:

The lesser of the Employer's contribution for the Choice Passport Plan for 2027; or the actual cost of the Elect Plan/Vantage Plus ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 9.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$871.94, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$0.00/month.

Family: \$2,183.22, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$94.10/month.

Park Nicollet ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2027; or the actual cost of the Park Nicollet ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 9.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$866.64, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$0.00/month.

Family: \$2,183.22 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$80.32/month.

Passport Copay Plan:

Single: \$398.88 (Employee share: \$838.64/month)
Family: \$748.22 (Employee share: \$2,497.94/month)

ARTICLE 10 – INSURANCE (Continued)

If the actual premiums for 2027 differ from the estimate upon which these contributions are based, the employer and employee contributions will be adjusted to reflect the negotiated cost sharing percentages as applied to the actual premiums for all plan options other than the Passport Copay Plan.

Effective **January 2028**, the parties agree to meet and negotiate the recommendations for health insurance coverage agreed to by the LMCHI.

- 10.3 The City agrees to continue to pay the administrative costs for FSA and the HRA and the premium for the preventive dental portion of the dental options. The employee will continue to pay the buy-up premiums for any additional dental insurance coverage the employee elects to receive. Note: the cost of the preventive dental was removed from the calculation in 2019 since the City is now responsible for the full cost of preventive dental.
- 10.4 **THIS ARTICLE INTENTIONALLY LEFT BLANK**
- 10.5 For the purpose of this Article, **full-time employment** is defined as appearing on the payroll an average of at thirty (30) hours per week for the twelve (12) month period preceding the annual open enrollment or special enrollments or the period preceding initial enrollment.
- Full-time employees who are permanently appointed to a part-time (less than eighty (80) hours per biweekly pay period) position after the commencement of the plan year shall be reduced to the benefit level applicable for the hours scheduled by the department. Such reduction shall take effect on the first month the employee does not complete a monthly qualifying pay period as a full-time employee.
- 10.6 **THIS ARTICLE INTENTIONALLY LEFT BLANK**
- 10.7 Notwithstanding Section 10.5, employees covered by this Agreement and employed half-time prior to January 1, 1986 shall receive the same health insurance contributions as full-time employees. This Section 10.7 applies only to employees who were employed half-time during the month of December, 1985 and shall continue to apply only as long as such employees remain continuously employed half-time.
- 10.8 For each eligible employee, the Employer agrees to contribute the cost of \$30,000 of life insurance.
- 10.9 The contributions indicated in this Article 10 shall be paid to the Employer's Group Health and Welfare Plan.
- 10.10 Any cost of any premium for any City offered employee or family insurance coverage in excess of the dollar amounts stated in this Article 10 shall be paid by the employee.
- 10.11 The Employer will provide a system whereby the employee's contribution toward the premiums for the employee selected health insurance coverages can be paid on a pre-tax basis while the employee is receiving taxable income through the City payroll system. Employees covered by this Agreement, who are benefit eligible, will be eligible to participate in the Flexible Spending Account as offered by the Employer. The service fee charged to participating employees shall be paid by the Employer.

ARTICLE 10 – INSURANCE (Continued)

- 10.12 Employees covered by this Agreement shall be eligible to participate in the Dependent Care Reimbursement Account offered by the Employer. The service fee charged to participating employees shall be paid by the Employer.

Retiree Insurance

- 10.13 Full-time employees who retire must meet the following conditions at the time of retirement in order to be eligible for the Employer contributions, listed in Sections 10.13 through 10.17 below, toward a health insurance plan offered by the Employer:
- 10.13 (1) Be receiving benefits from a public employee retirement act at the time of retirement, and
 - 10.13 (2) Have severed their relationship with the City of Saint Paul for reasons other than misconduct, and
 - 10.13 (3) Have completed at least twenty (20) years with the City of Saint Paul or fifteen (15) years if receiving a disability pension, excluding years of service with Independent School District No. 625 for employees hired by or transferred to the City after March 31, 2001.

Early Retirees

- 10.14 This Section shall apply to full-time employees who:

- 10.14 (1) Retire on or after January 1, 1996, and
- 10.14 (2) Were appointed on or before December 31, 1995, and
- 10.14 (3) Have not attained age sixty-five (65) at retirement, and
- 10.14 (4) Meet the terms set forth in Section 10.13 above, and
- 10.14 (5) Select a health insurance plan offered by the Employer.

Until such employees reach sixty-five (65) years of age, the Employer agrees to contribute a maximum of \$350.00 per month toward the premium for single or family health insurance coverage offered by the Employer. Any unused portion of the Employer's contribution shall not be paid to the retiree.

When such early retiree attains age sixty-five (65), the provisions of Section 10.16 will apply.

- 10.15 This Section shall apply to full-time employees who:

- 10.15 (1) Retire on or after January 1, 1996, and
- 10.15 (2) Were appointed on or after January 1, 1996, and
- 10.15 (3) Have not attained age sixty-five (65) at retirement, and
- 10.15 (4) Meet the conditions of Section 10.13 above, and
- 10.15 (5) Select a health insurance plan offered by the Employer.

Until such retirees reach sixty-five (65) years of age, the Employer agrees to contribute a maximum of \$300.00 per month toward the premium for single or family health insurance coverage offered by the Employer. Any unused portion of the Employer's contribution shall not be paid to the retiree.

When such early retiree attains age sixty-five (65), the provisions of Section 10.17 shall apply.

Effective January 1, 2004, Early Retirees will no longer be eligible for City paid life insurance.

ARTICLE 10 – INSURANCE (Continued)

10.16 This Section shall apply to full-time employees who:

- 10.16 (1) Retire on or after January 1, 2017, and
- 10.16 (2) Have not attained age sixty-five (65) at retirement, and
- 10.16 (3) Meet the terms set forth in Section 10.13 above, and
- 10.16 (4) Enroll in an individual insurance plan not sponsored by the City.

Until such employees reach sixty-five (65) years of age, the Employer agrees to contribute \$350.00 per month, deposited to a Post Employment Health Plan Account. Eligible retirees will request reimbursement from this account after providing proof of having paid for their own individual health insurance coverage from the carrier of their choice.

Eligible retirees who select this option, and in a subsequent year choose to return to a City offered retiree health plan may do so at Open Enrollment provided they have maintained continuous participation in a health insurance plan.

When such early retiree attains age sixty-five (65), the provisions of Section 10.18 or 10.19 (whichever is applicable) will apply.

10.17 An eligible retiree may waive the City's contribution to allow that non-Medicare eligible retiree the opportunity to qualify for a Federal premium subsidy based on the ACA regulations.

Eligible retirees who waive coverage will be considered non-participating and never be eligible for any future participation or any City contribution.

Regular Retirees (Age Sixty-Five (65) and over)

10.18 This Section shall apply to full-time employees who:

- 10.18 (1) Retire on or after January 1, 1996, and
- 10.18 (2) Were appointed on or before December 31, 1995, and
- 10.18 (3) Have attained age sixty-five (65) at retirement, and
- 10.18 (4) Meet the terms set forth in Section 10.13 above, and
- 10.18 (5) Select a health insurance plan offered by the Employer.

The Employer agrees to contribute a maximum of \$550.00 per month toward the premium for single or family health insurance coverage offered by the Employer to regular retirees and their dependents. Any unused portion of the Employer's contribution shall not be paid to the retiree.

This Section shall also apply to early retirees who retired under the provisions of Section 10.14 when such retirees attain age sixty-five (65).

10.19 This Section shall apply to full-time employees who:

- 10.19 (1) Retire on or after January 1, 1996, and
- 10.19 (2) Were appointed on or after January 1, 1996, and

ARTICLE 10 – INSURANCE (Continued)

- 10.19 (3) Have attained age sixty-five (65) at retirement, and
- 10.19 (4) Meet the conditions of Section 10.13 above, and
- 10.19 (5) Select a health insurance plan offered by the Employer.

The Employer agrees to contribute a maximum of \$300.00 per month toward the premium for single or family health insurance coverage offered by the Employer to regular retirees and their dependents. Any unused portion of the Employer's Contribution shall not be paid to the retiree.

This Section shall also apply to early retirees who retired under the provisions of Section 10.15 when such early retirees attain age sixty-five (65).

- 10.20 If an employee does not meet the condition of Section 10.13 (3) but has completed at least ten (10) years of service with the City, they may purchase single or family health insurance coverage through the Employer's insurance program. The total cost of such insurance coverage shall be paid by the retiree.
- 10.21 A retiree may not carry their spouse as a dependent if such spouse is also a City retiree or City employee and eligible for and is enrolled in the City health insurance program.
- 10.22 **Survivor Insurance:** The surviving spouse of an employee carrying family coverage at the time of their death due to a job connected injury or illness which was determined to have arisen out of and in the course of their employment under worker's compensation law shall continue to be eligible for city contribution in the same proportions as is provided for retired employees.

In the event of the death of an early retiree or a regular retiree, the dependents of the retiree shall have the option, within thirty (30) days, to continue the current hospitalization and medical benefits which said dependents previously had, at the premium and Employer contribution accorded to the eligible deceased retiree.

It is further understood that coverage shall cease in the event of:

- 10.22 (1) Subsequent remarriage of the surviving spouse of the deceased employee or retiree.
- 10.22 (2) The employment of the surviving spouse or dependent where health insurance is obtained through a group program provided by said employer. In this event, however, the surviving spouse or dependent shall have the right to maintain City health insurance for the first ninety (90) days of said employment.
- 10.23 Additional dependents beyond those of record at the time of retirement may not be added to the retiree's health insurance plan at City expense after retirement.
- 10.24 A retiree's participation in the City's health insurance plan must be continuous. The retiree must be participating in a City health insurance plan at the time of retirement. If a retiree chooses not to participate at the time of their retirement or if a retiree discontinues

ARTICLE 10 – INSURANCE (Continued)

their participation at a later date, such retiree will not be eligible for any future participation or for any Employer contribution.

- 10.25 For each eligible employee covered by this Agreement who is benefit eligible and who selects health insurance coverage provided by the Employer, and who is laid off or has their hours reduced not of their choosing to the point of not being benefit eligible, the Employer shall, for up to five months, continue its contribution towards the cost of single or family health insurance premium. This Article shall only be valid during the duration of the current contract (2021-2022) and shall not carry over into subsequent agreements.

ARTICLE 11 – WORKING OUT OF CLASSIFICATION

- 11.1 The Employer shall avoid, whenever possible, working an employee on an out-of-class assignment for a prolonged period of time. Any employee working an out-of-class assignment for a period in excess of ten (10) working days during a year shall receive the rate of pay for the out-of-class assignment in a higher classification not later than the tenth (10th) day of such assignment.

For purposes of this Article, an out-of-class assignment is defined as an assignment of an employee to perform, on a full-time basis, all of the significant duties and responsibilities of a position different from the employee's regular position, and which is in a classification higher than the classification held by such employee.

The rate of pay for an approved out-of-class assignment shall be the same rate the employee would receive if such employee received a regular appointment to the higher classification.

- 11.2 For the following classifications, the provisions of Section 11.1 shall not apply to performance of the duties of the next higher classification in the job series:

Office Assistant I
Office Assistant II

ARTICLE 12 – SENIORITY

- 12.1 Seniority, for the purpose of this Agreement, shall be defined as follows: The length of continuous, regular, and probationary service with the Employer from the date an employee was first certified and appointed to a class title covered by this Agreement, it being further understood that seniority is confined to the current class assignment held by an employee. In cases where two (2) or more employees are appointed to the same class title on the same date, the seniority shall be determined by the employee's rank on the eligible list from which certification was made.
- 12.2 Seniority shall terminate when an employee retires, resigns, or is discharged.
- 12.3 In the event it is determined by the Employer that it is necessary to reduce the work force, employees will be laid off by class title within each department based on inverse length of seniority as defined above.

ARTICLE 12 – SENIORITY (Continued)

However, when layoff occurs in any of the titles listed below under Column A, layoff shall be based on inverse length of total seniority in all titles listed on the corresponding line under Column B. The Human Resources Department will identify such least senior employee in that title in the department reducing positions and shall notify said employee of their reduction from the department.

If there are any vacancies in any of the titles under Column B on which seniority was based, in any other City department, the Human Resources Department shall place the affected employee in such vacancy.

If two (2) or more vacant positions are available, the Human Resources Department shall decide which vacant positions the affected employee shall fill. If no vacancy exists in such titles, then the least senior City employee in such titles shall be identified, and if the employee affected by the original departmental reduction is more senior, they shall have the right to claim that position and the least senior City employee in such titles shall be the employee laid off. For the purposes of this Article, the Board of Education is not included as a City department nor is a Board of Education employee included as a City employee.

Column A

Office Assistant I
Office Assistant II

Column B

Office Assistant I, Office Assistant II
Office Assistant II, Office Assistant I

- 12.4 In cases where there are promotional series, such as Office Assistant I, II, III, etc., when the number of employees in these higher titles is to be reduced, employees who have held lower titles which are in this bargaining unit will be offered reductions to the highest of these titles to which class seniority would keep them from being laid off, before layoffs are made by any class title within any departments where there are promotional series, such as Office Assistant I, II, III, etc., when the number of employees in these higher titles is to be reduced, employees who have held lower titles which are in this bargaining unit will be offered reductions to the highest of these titles to which class seniority would keep them from being laid off, before layoffs are made by any class title within any department.
- 12.5 In cases where an employee to be laid off has held no regular appointment in a lower title in the same promotional series as their current title, that employee will be offered a reduction to the title within the bargaining unit to which they were regularly appointed immediately prior to their current title, so long as there is either a vacancy or, if no vacancy exists, a less senior employee in such title may be displaced. In cases where an employee to be laid off has held no regular appointment to any titles immediately prior to their current title, said employee shall be laid off.

The employee reducing into a title formerly held must satisfactorily complete a six-month probationary period in such title.

If the probationary period is not satisfactory, the employee shall, at any time during the probationary period, be reinstated to their former title and shall be laid off, but such employee's name will be placed on the reinstatement register in their former title and

ARTICLE 12 – SENIORITY (Continued)

“bumping” rights herein shall not again apply to such employee.

This procedure will be followed by the City for City employees, and by the Board of Education for Board of Education employees; however, City employees being reduced or laid off may not displace Board of Education employees; Board of Education employees being reduced or laid off may not displace City employees.

- 12.6 It is understood that such employees will pick up their former seniority date in any class of positions which they previously held.
- 12.7 Recall from layoff shall be in inverse order of layoff, except that recall rights shall expire after two (2) years of layoff.
- 12.8 Employees assigned to these divisions in the Police Department: Impound Lot, Property Room, Communication Center, and/or Records, shall be allowed to bid for work shifts (i.e. midnights, days, and afternoons), on the basis of seniority when a vacancy occurs within the employees’ classification in their division.
- 12.9 In the event the Employer believes it is necessary to merge, contract out, or subcontract any public work performed by employees covered by this Agreement which may lead to layoff, the Employer will notify the Union no less than forty-five (45) calendar days in advance. During the forty-five (45) days, the Employer will meet with the Union and discuss possible options to contracting out or ways and means to minimize the elimination of positions.

ARTICLE 13 – POST EMPLOYMENT HEALTH PLAN (PEHP)

- 13.1 Effective January 1, 2008, employees may be eligible for a Post Employment Health Plan (PEHP) contribution by the Employer of \$200.00. Employees who have completed twenty (20) years of service shall have a \$276.00 PEHP contribution paid by the Employer as indicated in the eligibility requirements below.

Effective **January 1, 2027**, employees may be eligible for a Post Employment Health Plan (PEHP) contribution by the Employer of \$225.00. Employees who have completed twenty (20) years of service shall have a \$300.00 PEHP contribution paid by the Employer as indicated in the eligibility requirements below.

Effective **January 1, 2028**, employees may be eligible for a Post Employment Health Plan (PEHP) contribution by the Employer of \$250.00. Employees who have completed twenty (20) years of service shall have a \$325.00 PEHP contribution paid by the Employer as indicated in the eligibility requirements below.

- 13.2 Eligibility and implementation:
 - a) For initial contribution, employees must have been employed for a minimum of one (1) calendar year.
 - b) Employees must be a member of the bargaining unit for a minimum of one (1) calendar year.

ARTICLE 13 – POST EMPLOYMENT HEALTH PLAN (PEHP) (Continued)

- c) City contributions will be made by April 1 of the following year.
- d) Employees must be on the payroll as of the date of contribution.
- e) If an employee takes a leave of absence to serve as a full-time union official, time served in such capacity, up to six (6) years, will be counted toward the years of service requirement.
- f) Qualifying years of service for the twenty (20) year rate must have been attained by January 1 of the previous plan year.

ARTICLE 14 – UNION NOTIFICATION BOARDS

- 14.1 The Employer shall provide reasonable space for use by the Union in posting notices of Union business and activities. Said board space shall not be used by the Union for political purposes other than Union elections.

Use of this board is subject to approval of the Department Head.

ARTICLE 15 – WAGES

- 15.1 For purposes of this Contract, the wage schedule shall be Appendix A, attached hereto. Both parties agree that the inclusion of the classifications and salary ranges in Appendix A does not preclude the Employer from the following:

- 1. Reorganizing;
- 2. Abolishing classifications;
- 3. Establishing new classifications;
- 4. Re-grading classifications;
- 5. Reclassifying positions.

Both parties also agree that titles and grades in Appendix A refer to employees in the positions at the date of signing of the agreement. No employee in this bargaining unit shall suffer any reduction in salary because of a re-grading or reclassification during the contract period in which such re-grading or reclassification takes place.

- 15.2 Individual employees may request an audit of their position whenever the nature of the work and/or responsibilities in their position have substantially changed. When an employee has submitted a fully completed job profile to their supervisor requesting a classification study of their position, responsible Managers in the Department where the employee works shall have thirty (30) calendar days to complete their portion of the JAQ (job profile) and forward it to the Office of Human Resources. The staff of the Office of Human Resources will complete the study within sixty (60) days after the fully completed job profile is submitted to the Office of Human Resources by the employee's supervisors.

If the Employer finds the employee has assumed a higher level of responsibility but does not want the employee working at that level on a permanent basis, the Employer will present the employee with a written list of duties which the employee is expected to cease performing.

ARTICLE 15 – WAGES (Continued)

- 15.2(1) If the City does not complete the submitted Job Profile for an individual petition for reclassification within the 90-day window, at the completion of the Job Profile, the employee shall receive back pay starting at the start of the pay period immediately following the 90 day window if Human Resources' determination is that the employee is performing the duties of the higher classification.

The Department retains the right to implement the results of the study or remove the higher level duties.

ARTICLE 16 – MAINTENANCE OF STANDARDS

- 16.1 The parties agree that all conditions of employment relating to wages, hours of work, overtime differentials, vacations, and all other general working conditions shall be maintained at not less than the highest minimum standard set forth in the Civil Service Rules of the City of Saint Paul (Resolution No. 3250) and the Saint Paul Salary Plan and Rates of Compensation at the time of the signing of this Agreement, and the conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this Agreement.
- 16.2 Civil Service Rules 8.A.3 and Civil Service Rule 14 shall not apply to applicants and employees from Independent School District No. 625.

ARTICLE 17 – LEAVES OF ABSENCE

- 17.1 **Leave of Absence:** After three (3) months employment, an employee may make application for a leave of absence not to exceed one (1) year. A leave of absence shall be granted on the basis established in the Civil Service Rules (Resolution No. 3250).
- 17.2 **Sick Leave:** Effective January 1, 2006, sick leave shall accumulate at the rate of .0539 for each hour on the payroll, excluding overtime. Sick leave accumulation is unlimited. To be eligible for sick leave the employee must report to their supervisor no later than one-half hour past their regular scheduled starting time. The granting of sick leave shall be subject to the terms and provisions of Resolution No. 3250 of the City of Saint Paul and shall conform to Minnesota Rules, parts 5200.1200 to 5200.1209, governing earned sick and safe time (ESST) as amended from time to time.

For absences due to sickness of seven (7) or fewer calendar days, the Employer shall require a physician's certificate or additional certificates only when there is reason to suspect abuse of sick leave or to verify that an employee is fit to return to their position. The Employer's requirement of a certificate under this section shall not be arbitrable.

- 17.3 **BEREAVEMENT LEAVE:** Effective **January 1, 2027**, Paid bereavement leave may be used by an employee in the case of death for the relationships referenced in Minn. Stat. § 181.9447 (Earned Sick and Safe Time). A total of one (1) day per calendar year may be used as Bereavement Leave. Such leave shall not carry over from year to year.
- Sick Leave Use for Bereavement:** Any employee who has accumulated sick leave credits as provided above shall be granted leave with pay for such period of time as the Head of the Department deems for the death of the employee's mother, father, spouse,

ARTICLE 17 – LEAVES OF ABSENCE (Continued)

child, brother, sister, mother-in-law, father-in-law, grandparent, grandchild or other person who is a member of the household or co-worker.

- 17.4 **Leave Without Pay:** Any employee who engages in active service in time of war or other emergency declared by proper authority of any of the military or naval forces of the state or of the United States for which leave is not otherwise allowed by law shall be entitled to leave of absence from employment without pay during such service with right of reinstatement and subject to such conditions as are imposed by law.

Such leaves of absence as are granted under Article 19 (MILITARY LEAVE OF ABSENCE) shall conform to Minnesota Statute, Section 192, as amended from time to time, and shall confer no additional benefits other than those granted by said statute.

- 17.5 **Jury Duty:** Employees who are required during regular working hours to appear in court as jurors or witnesses, except as a witness in their own behalf against the City, shall be paid their regular pay while so engaged, provided that any fees that employees may receive from the court for such services shall be paid to the City and be deposited with the Employer. Employees scheduled to work a shift other than the normal daytime shift, shall be rescheduled to work the normal daytime shift during such time as they are required to appear in court as a juror or witness.

- 17.6 **Union Leave:** An employee elected or appointed to a full-time paid position by the exclusive representative may be granted a leave of absence without pay for not more than two (2) years for the purpose of conducting the duties of the exclusive representative.

- 17.7 **Maternity and Parental Leave:** Pregnant employees of the City of Saint Paul shall be eligible for the use of paid sick leave and unpaid leave of absence in the same manner as any other disabled or ill City employee. Such leave shall conform with Minnesota Statute, Section 239 as amended. Paid sick leave eligibility shall begin upon certification by the employee's attending physician that the employee is disabled in terms of her ability to perform the duties of her position.

A Parental leave of absence without pay shall be granted to a natural parent or an adoptive parent who requests such leave in conjunction with the birth or adoption of a child. Paid Parental leave and a Parental Leave of Absence shall not exceed twelve (12) months. Such leave may be extended an additional twelve (12) months by mutual agreement between the employee and the Employer.

Refusal on the part of the Employer to grant an extension of such leave shall not be subject to the provisions of Article 6 (EMPLOYEE RIGHTS – GRIEVANCE PROCEDURE) of this Agreement.

Paid Parental Leave: The City may provide up to eight (8) weeks of Paid Parental Leave to eligible employees following the birth, placement for adoption or adoption of a child. The Paid Parental Leave must be used in a continuous eight-week block of time and will run concurrently with any other leaves available under existing federal and state laws. The Paid

ARTICLE 17 – LEAVES OF ABSENCE (Continued)

Parental Leave must be requested, approved and used within 6 months of the qualifying event or the opportunity to request and/or use the leave will be forfeited.

To be eligible for this leave, the employee must:

1. be the biological parent or the adoptive parent or the spouse of the biological or adoptive parent of the child; and,
2. must have worked for the City for at least one year preceding the first date of the leave; and,
3. have 1,250 hours of worked time in the twelve months immediately before the leave.

The eligible employee using Paid Parental Leave will be paid at their assigned rate of pay for the average number of hours worked per week in the previous twelve (12) months. Vacation will accrue during the Leave as if the employee were working. If a regularly scheduled holiday falls during the employee's use of Paid Parental Leave it will be not considered Paid Parental Leave but will be Holiday leave. Use of holiday pay during a Paid Parental Leave will not extend the length of the leave.

The City will continue to pay its share of the cost of an eligible employee's group health insurance during a Paid Parental Leave. The eligible employee's share of the premium will be deducted from the eligible employee's pay in accordance with normal practices.

Employees who return following such leaves of absence shall be placed in a position of equivalent salary and tenure as the one held just prior to the beginning of their leave.

- 17.8 **Child School Leave:** An employee shall be granted up to a total of sixteen (16) hours per child, during a rolling calendar year to attend school conferences or classroom activities related to the employee's child, provided the conferences or classroom activities cannot be scheduled during non-work hours.

When the leave cannot be scheduled during non-work hours and the need for the leave is foreseeable, the employee must provide reasonable prior notice of the leave and make a reasonable effort to schedule the leave so as not to disrupt unduly the operations of the Employer. An employee shall be allowed to use vacation or compensatory time for this leave; otherwise, this leave shall be without pay.

- 17.9 **Voluntary Unpaid Leave of Absence:** A full-time employee may be granted up to four hundred and eighty (480) hours of voluntary leave of absence without pay during the fiscal year. During such leave of absence, the employee shall continue to earn and accrue vacation and sick leave, seniority credits, and maintain insurance eligibility as though they were on the payroll.

Any leave of absence granted under this provision is subject to the approval of the Department Head.

ARTICLE 18 – THIS ARTICLE INTENTIONALLY LEFT BLANK

ARTICLE 19 – MILITARY LEAVE OF ABSENCE

ARTICLE 19 – MILITARY LEAVE OF ABSENCE (Continued)

- 19.1 **Pay Allowance:** Any employee who shall be a member of the National Guard, the Naval Militia, or any other component of the militia of the State, now or hereafter organized or constituted under state or federal law, or who shall be a member of the Officer's Reserve Corps, the Enlisted Reserve Corps, the Naval Reserve, the Marine Corps Reserve, or any other reserve component of the military or naval force of the United States, now or hereafter organized or constituted under Federal law, shall be entitled to leave of absence from employment without loss of pay, seniority status, efficiency rating, vacation, sick leave, or other benefits for all the time when such employee is engaged with such organization or component in training or active service ordered or authorized by proper authority pursuant to law, whether for state or federal purposes, provided that such leave shall not exceed a total of fifteen (15) days in any calendar year and, further provided that such leave shall be allowed only in case the required military or naval service is satisfactorily performed, which shall be presumed unless the contrary is established.

Such leave shall not be allowed unless the employee (1) returns to their position immediately upon being relieved from such military or naval service and not later than the expiration of time herein limited for such leave, or (2) is prevented from so returning by physical or mental disability or other cause not due to such employee's own fault, or (3) is required by proper authority to continue in such military or naval service beyond the time herein limited for such leave.

ARTICLE 20 – MANAGEMENT RIGHTS

- 20.1 The Union recognizes the right of the City to operate and manage its affairs in all respects in accordance with applicable laws and regulations of appropriate authorities. All rights and authority which the City has not officially abridged, delegated, or modified by this Agreement are retained by the City.
- 20.2 A public employer is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the Employer, its overall budget, utilization of technology, and organizational structure and selection and direction and number of personnel.

ARTICLE 21 – DISCIPLINE

- 21.1 The Employer will discipline employees for just cause only.

Discipline will be in the form of:

- 21.1 (1) Oral reprimand;
- 21.1 (2) Written reprimand;
- 21.1 (3) Suspension;
- 21.1 (4) Reduction;
- 21.1 (5) Discharge.

- 21.2 Suspensions, reductions, and discharges will be in written form.

- 21.3 Employees and the Union will receive copies of written reprimands and notices of suspension and discharge.

ARTICLE 21 – DISCIPLINE (Continued)

- 21.4 Any member of the bargaining unit may, during usual working hours, with the approval of the supervisor, review any material placed in the employee's personnel file, after first giving proper notice to the supervisor in custody of such file.
- 21.5 Non-probationary employees subject to discharge shall be afforded an opportunity to hear the reason(s) for discharge and an opportunity to offer an explanation of the relevant facts and circumstances surrounding the events which preceded the discharge and/or any extenuating or mitigating circumstances which the employee believes are relevant to the discharge decision.
- 21.6 An employee to be questioned concerning an investigation of disciplinary action shall have the right to request that a Union representative be present.
- 21.7 Grievances relating to this Article shall be processed in accordance with the grievance procedure under Article 6 (EMPLOYEE RIGHTS – GRIEVANCE PROCEDURE).
- 21.8 Any written reprimand made concerning any member of this Bargaining Unit which is filed with the Office of Human Resources or within any City department shall be shown to the member before it is placed on file. Before the reprimand is placed on file, the City shall request from the employee an acknowledgment, in writing, that the reprimand has been read by said employee.
- 21.9 Discipline under Article 21.1(1) (Oral Reprimand) shall not be subject to the terms of Article 6 – GRIEVANCE PROCEDURE. However, after one (1) year of no discipline from the date of the reprimand, said reprimand will not be used against the employee as part of progressive discipline and provided discipline cannot be used as progressive discipline, it shall be removed from employee's file upon written request from employee.

ARTICLE 22 – DEFERRED COMPENSATION

- 22.1 Employees with at least one (1) year of service will be eligible for an annual Deferred Compensation match by the Employer subject to the criteria listed below.
Effective **January 1, 2027**, \$400 per year.
Effective **January 1, 2028**, this amount will be increased to \$500 per year.
- 22.2 Eligibility and Implementation:
- (1) Employees may begin contributing to Deferred Compensation at the time they begin employment within the City.
 - (2) For an initial Employer match, employees must have been employed by the City for twelve (12) consecutive months.
 - (3) Employees must be on the payroll as of the date of deferred compensation match. After the twelve (12) consecutive month requirement above is completed, the employer match will be made on a dollar-for-dollar match up to the amount allowed in Article 22.1 above.
 - (4) If an employee takes a leave of absence to serve as a full-time union official, time served in such capacity, up to six (6) years, will be counted toward the years of service requirement.

ARTICLE 23 – NO STRIKE – NO LOCKOUT

- 23.1 Neither the Union, its officers or agents, nor any of the employees covered by this Agreement will engage in, encourage, sanction, or support any strike, or the withholding in whole or in part of the full performance of their duties during the life of this Agreement, except as specifically allowed by the Public Employment Labor Relations Act. In the event of a violation of this Article, the Employer will warn employees of the consequences of their action and shall instruct them to immediately return to their normal duties.

Any employee who fails to return to their duties within twenty-four (24) hours of such warning may be subject to the penalties provided in the Public Employment Labor Relations Act.

- 23.2 No lockout, or refusal to allow employees to perform available work, shall be instituted by the Employer and/or its appointing authorities during the life of this Agreement.

ARTICLE 24 – SEVERANCE PAY

- 24.1 The Employer shall provide a severance pay program as set forth in this Article.

- 24.2 **Eligibility:** An employee must meet the following requirements to receive a benefit under this plan. All other severance benefit plans shall be discontinued.

- 24.2 (1) The employee must be voluntarily separated from City employment or have been subject to separation by layoff or compulsory retirement. Those employees who are discharged for cause, misconduct, inefficiency, incompetence, or any other disciplinary reason are not eligible for the city severance pay program. For the purpose of this severance program, a death of an employee shall be considered as separation of employment and if the employee would have met all of the requirements set forth at the time of their death, payment of the severance pay shall be made to the employee's estate or spouse. For the purpose of this severance program, a transfer from the City of Saint Paul employment to Independent School District No. 625 employment is considered a separation of employment, and such transferee shall be eligible for the City severance program. For the purpose of this Article, service requirements for severance eligibility will not include years of service with Independent School District No. 625 for employees hired by the City or transferred to the City after March 31, 2001.
- 24.2 (2) The employee must have a minimum of fourteen (14) years of service and 500 hours of sick leave credits at the time of their separation of service from the City.
- 24.2 (3) If an employee requests severance pay and if the employee meets the eligibility requirements set forth above, they will be granted severance pay as shown below.

ARTICLE 24 – SEVERANCE PAY (Continued)

<u>Accrued sick leave credits of:</u>	<u>Severance</u>
500	\$4,000
600	\$4,500
700	\$5,000
800	\$6,000
900	\$7,000
1000	\$8,000
1100	\$9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000
1800	\$16,000

- 24.3 For any employee who is eligible to receive severance from the City under this Article 24, the City will contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) in lieu of any cash payment to the employee.
- 24.4 Any employee who is eligible to receive Severance from the Employer under this Article 24, shall have their accrued but unused vacation contributed to the PEHP listed in Article 24.3 above.

ARTICLE 25 – TEMPORARY & PROVISIONAL EMPLOYEES

- 25.1 It is recognized that temporary and provisional employees are within the unit covered by this Agreement, however, except as specifically provided by this Agreement, temporary and provisional employees shall not have or acquire any rights or benefits other than specifically provided by the provisions of the Civil Service Rules and/or the Saint Paul Salary Plan and Rates of Compensation. Temporary and Provisional employees are not certified and remain in at “at will” status.

ARTICLE 26 – NONDISCRIMINATION

- 26.1 The terms and conditions of this Agreement will be applied equally to employees without regard to, or discrimination for or against any individual on any basis set forth in federal or state law or City ordinance.
- 26.2 Employees will perform their duties and responsibilities in a nondiscriminatory manner as such duties and responsibilities involve other employees and the general public.
- 26.3 Any member of the bargaining unit may file a grievance or discrimination complaint and there shall be no retaliation by the City of Saint Paul for such action.

ARTICLE 27 – LEGAL SERVICES

- 27.1 Except in cases of malfeasance in office or willful or wanton neglect of duty, the Employer shall defend, save harmless and indemnify employees against tort claims or demands, whether groundless or otherwise, arising out of alleged acts or omissions occurring in the performance or scope of the employee's duties.
- 27.2 Notwithstanding Section 27.1, the Employer shall not be responsible for paying any legal service fee, or for providing any legal service arising from any legal action where the employee is the Plaintiff.

ARTICLE 28 – SAFETY

- 28.1 The Employer and Employees shall cooperate in the enforcement of all applicable regulations for the enforcement of job safety. If an employee feels that their work duties or responsibilities require such employee to be in a situation that violates state safety laws or legally promulgated standards, the matter shall be immediately considered by the Employer. This includes incidents where an employee reasonably feels threatened, harassed, or intimidated by the behavior of a member of the public while performing their work duties.
- 28.2 For those employees required by the Employer to wear safety shoes or boots, the Employer agrees to contribute \$200.00 per calendar year toward the purchase or repair of such shoes or boots and shall not be responsible for any additional cost for that year. Employees may carry over up to a total of \$200.00 for the purchase or repair of shoes. Reimbursement shall be made only after investigation and approval by the immediate supervisor of the employees. Repairs will be approved by the department only for work related safety shoes. Effective **January 1, 2027**, the amount will be increased to \$225.00. Effective **January 1, 2028**, the amount will be increased to \$250.00.
- 28.3 When the Employer establishes Labor/Management Safety Committees, the Union will select its own members to participate.
- 28.4 When the Employer establishes Accident and Incident Review Boards, the Union will not be required to participate.
- 28.5 In the event the employer closes a facility due to non-weather-related health and safety concerns/imminent threat of danger, employees who are sent home will be paid for the remainder of their shift.

ARTICLE 29 – UNIFORM REIMBURSEMENT

- 29.1 The size of all uniform reimbursements shall increase on the first day of each year of the Contract by the same percentage amount as the general increase. For 2026 only, the uniform reimbursements will not be increased by the general wage adjustment.

ARTICLE 29 – UNIFORM REIMBURSEMENT (Continued)

- 29.2 Employees working in the title of Animal Services Officer I, II and III and who are required to wear a specified uniform shall be reimbursed for uniform items purchased up to \$606.19 per calendar year for 2026; \$624.38 per calendar year for 2027; and \$646.23 per calendar year in 2028.
- 29.3 Technical Trainees who are required to wear a specified uniform shall be reimbursed for uniform items purchased up to \$135.33 per calendar year for 2026; \$139.39 per calendar year for 2027; and \$144.27 per calendar year for 2028.
- 29.4 Zoo Keepers who are required to wear a specified uniform shall be reimbursed for uniform items purchased up to \$589.31 per calendar year for 2026; \$606.99 per calendar year for 2027; and \$628.23 per calendar year for 2028.
- 29.5 Parking Enforcement Officers who are required to wear a specified uniform shall receive a one-time uniform reimbursement for uniform items purchased up to \$1347.48 per calendar year for 2026; \$1387.48 per calendar year for 2027; and \$1436.04 per calendar year for 2028.
- 29.6 Meter Readers who are required to wear a specified uniform shall be reimbursed for uniform items purchased up to \$310.57 per calendar year for 2026; \$319.89 per calendar year for 2027; \$331.09 per calendar year for 2028.
- 29.7 Maintenance Trainees shall receive a clothing reimbursement of \$436.85 per calendar year for 2026; \$449.96 per calendar year for 2027; and \$468.71 per calendar year for 2028.
- 29.8 The Employer shall provide each employee in the title of Parks Services Lead and Refectory Attendant who is required to wear a specified uniform with four (4) uniforms for full-time employees and two (2) uniforms for part-time employees. The uniform will consist of either a shirt or sweatshirt selected by the Employer.
- 29.9 Employees in the above sections of this Article will be required to wear the uniform while on duty and will be responsible for the care and upkeep of their uniforms.
- 29.10 The Employer shall determine the process for the reimbursement of uniform items purchased.

ARTICLE 30 – SPECIAL EMPLOYMENT TITLES

- 30.1 Upon completion of one thousand forty (1040) working hours, excluding overtime hours, employees working in “Special Employment” titles recognized by the Bureau of Mediation Services as being appropriately included in this bargaining unit shall be eligible for benefits under this Agreement on the same basis as all other employees covered by this Agreement.

ARTICLE 31 – PROBATIONARY PERIOD

- 31.1 Employees covered by this bargaining unit shall have a one (1) year probationary period. The language of the Contract shall supersede/replace any conflicting language of the Salary Plan.

ARTICLE 32 – TERMS OF AGREEMENT

- 32.1 **Complete AGREEMENT and Waiver of Bargaining:** This Agreement shall represent the complete agreement between the Union and the Employer. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make requests and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the complete understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement.
- 32.2 **Savings Clause:** This Agreement is subject to the laws of the United States, the State of Minnesota, and the City of Saint Paul. In the event any provision of this Agreement shall hold to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provision shall be voided. All other provisions shall continue in full force and effect.
- 32.3 **Term of Agreement:** This Agreement shall be in full force and effect from January 1, 2026 through December 31, 2028 and shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing that it desires to modify or terminate this Agreement.
- 32.4 This constitutes a tentative agreement between the parties which will be recommended by the Director of Human Resources but is subject to the approval of the Administration of the City and the City Council and is also subject to ratification by Local Union No. 2508.
- 32.5 Retroactive pay adjustments shall apply to all employees of the bargaining unit who are active employees on the date of signing of the Agreement except those who have been terminated for cause.

WITNESSES:

FOR THE CITY

Jason Schmidt
Jason Schmidt (Feb 13, 2026 15:21:34 CST)

Feb 13, 2026

Jason Schmidt
Deputy Director Human Resources

Date

**LOCAL UNION NO. 2508,
COUNCIL NO. 5 OF THE AMERICAN
FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES AFL-CIO**

Mary Thies

Feb 13, 2026

Mary Thies
Field Representative

Date

Jenna Sadjadi
Jenna Sadjadi (Feb 13, 2026 15:17:20 CST)

Feb 13, 2026

Jenna Sadjadi
President

Date

APPENDIX A – HOURLY RATES

Salary Ranges to titles in this Agreement shall be as follows:

Effective **April 1, 2026** (or closest pay period): \$1.00 per hour increase to all classifications/rates

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

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

			<u>GRADE 001</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	18.78	18.78	18.78	18.78	18.78	18.78	19.24
01/01/2027	19.34	19.34	19.34	19.34	19.34	19.34	19.34	19.82
01/01/2028	20.02	20.02	20.02	20.02	20.02	20.02	20.02	20.51
			<u>GRADE 002</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	18.78	18.78	18.78	18.78	18.78	18.78	19.64
01/01/2027	19.34	19.34	19.34	19.34	19.34	19.34	19.34	20.23
01/01/2028	20.02	20.02	20.02	20.02	20.02	20.02	20.02	20.94
			<u>GRADE 003</u>					
			950010	LIBRARY AIDE				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	18.78	18.78	18.78	18.78	18.78	18.78	19.98
01/01/2027	19.34	19.34	19.34	19.34	19.34	19.34	19.34	20.58
01/01/2028	20.02	20.02	20.02	20.02	20.02	20.02	20.02	21.30
			<u>GRADE 004</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	18.78	18.78	18.78	18.78	18.78	19.16	20.34
01/01/2027	19.34	19.34	19.34	19.34	19.34	19.34	19.73	20.95
01/01/2028	20.02	20.02	20.02	20.02	20.02	20.02	20.42	21.68
			<u>GRADE 04U</u>					
	1							
04/01/2026	18.78							
01/01/2027	19.34							
01/01/2028	20.02							

APPENDIX A – HOURLY RATES (Continued)

			GRADE 005					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	18.78	18.78	18.78	18.78	18.84	19.43	20.68
01/01/2027	19.34	19.34	19.34	19.34	19.34	19.41	20.01	21.30
01/01/2028	20.02	20.02	20.02	20.02	20.02	20.09	20.71	22.05
			GRADE 006					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	18.78	18.78	18.78	18.84	19.17	19.82	21.08
01/01/2027	19.34	19.34	19.34	19.34	19.41	19.75	20.41	21.71
01/01/2028	20.02	20.02	20.02	20.02	20.09	20.44	21.12	22.47
			GRADE 06U					
	1	2	3	4				
04/01/2026	18.78	18.78	18.78	18.78				
01/01/2027	19.34	19.34	19.34	19.34				
01/01/2028	20.02	20.02	20.02	20.02				
			GRADE 007					
			200100	CLERICAL TRAINEE				
			810900	MAINTENANCE TRAINEE				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	18.78	18.78	18.78	19.28	19.65	20.34	21.60
01/01/2027	19.34	19.34	19.34	19.34	19.86	20.24	20.95	22.25
01/01/2028	20.02	20.02	20.02	20.02	20.56	20.95	21.68	23.03
			GRADE 008					
			110000	MANAGEMENT TRAINEE				
			220000	TECHNICAL TRAINEE				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	18.78	18.78	19.06	19.65	20.07	20.76	22.01
01/01/2027	19.34	19.34	19.34	19.63	20.24	20.67	21.38	22.67
01/01/2028	20.02	20.02	20.02	20.32	20.95	21.39	22.13	23.46

APPENDIX A – HOURLY RATES (Continued)

			GRADE 009					
			910101	ZOO & CONSERVATORY ATTENDANT				
			910102	ZOO & CONSERVATORY ATTENDANT-YR RND				
	1	2	3	4				
04/01/2026	18.78	18.78	18.78	18.78				
01/01/2027	19.34	19.34	19.34	19.34				
01/01/2028	20.02	20.02	20.02	20.02				
			GRADE 010					
			811001	SERVICE WORKER				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	18.78	19.11	19.68	20.37	20.90	21.69	22.97
01/01/2027	19.34	19.34	19.68	20.27	20.98	21.53	22.34	23.66
01/01/2028	20.02	20.02	20.37	20.98	21.71	22.28	23.12	24.49
			GRADE 011					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	18.84	19.48	20.13	20.90	21.38	22.15	23.45
01/01/2027	19.34	19.41	20.06	20.73	21.53	22.02	22.81	24.15
01/01/2028	20.02	20.09	20.76	21.46	22.28	22.79	23.61	25.00
			GRADE 012					
			950011	LIBRARY CUSTOMER SERVICE ASSISTANT I				
			200110	OFFICE ASSISTANT I				
			910010	PARKS SERVICES ASSISTANT				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	19.28	19.93	20.62	21.38	21.84	22.68	24.00
01/01/2027	19.34	19.86	20.53	21.24	22.02	22.50	23.36	24.72
01/01/2028	20.02	20.56	21.25	21.98	22.79	23.29	24.18	25.59
			GRADE 013					
			210000	DUPLICATING EQUIPMENT OPERATOR TRAINEE				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	19.65	20.31	21.08	21.92	22.38	23.36	24.69
01/01/2027	19.34	20.24	20.92	21.71	22.58	23.05	24.06	25.43
01/01/2028	20.02	20.95	21.65	22.47	23.37	23.86	24.90	26.32

APPENDIX A – HOURLY RATES (Continued)

			GRADE 014					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	18.78	20.07	20.79	21.51	22.35	23.01	23.83	25.18
01/01/2027	19.34	20.67	21.41	22.16	23.02	23.70	24.54	25.94
01/01/2028	20.02	21.39	22.16	22.94	23.83	24.53	25.40	26.85
			GRADE 015					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	19.11	20.37	21.19	22.02	23.01	23.50	24.41	25.81
01/01/2027	19.68	20.98	21.83	22.68	23.70	24.21	25.14	26.58
01/01/2028	20.37	21.71	22.59	23.47	24.53	25.06	26.02	27.51
			GRADE 016					
			630003	COMMUNITY ENGAGEMENT CADET				
		6 mo	1-yr	2-yr	3-yr			
	1	2	3	4	5			
04/01/2026	22.60	23.50	24.11	25.10	26.49			
01/01/2027	23.28	24.21	24.83	25.85	27.28			
01/01/2028	24.09	25.06	25.70	26.75	28.23			
			GRADE 017					
			630001	PARKING ENFORCEMENT OFFICER				
		6 mo	1-yr	2-yr	3-yr			
	1	2	3	4	5			
04/01/2026	23.12	24.13	24.78	25.73	27.12			
01/01/2027	23.81	24.85	25.52	26.50	27.93			
01/01/2028	24.64	25.72	26.41	27.43	28.91			
			GRADE 018					
			209999	CLERK TYPIST II (Bilingual) (Inactive)				
			950012	LIBRARY CUSTOMER SERVICE ASSISTANT II				
			200111	OFFICE ASSISTANT II				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	20.31	21.92	22.79	23.71	24.75	25.33	26.34	27.80
01/01/2027	20.92	22.58	23.47	24.42	25.49	26.09	27.13	28.63
01/01/2028	21.65	23.37	24.29	25.27	26.38	27.00	28.08	29.63

APPENDIX A – HOURLY RATES (Continued)

			GRADE 019					
			220110	ACCOUNTING CLERK I				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	20.79	22.35	23.34	24.28	25.33	25.99	26.99	28.45
01/01/2027	21.41	23.02	24.04	25.01	26.09	26.77	27.80	29.30
01/01/2028	22.16	23.83	24.88	25.89	27.00	27.71	28.77	30.33
			GRADE 020					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	21.21	23.03	23.94	24.95	26.01	26.70	27.78	29.26
01/01/2027	21.85	23.72	24.66	25.70	26.79	27.50	28.61	30.14
01/01/2028	22.61	24.55	25.52	26.60	27.73	28.46	29.61	31.19
			GRADE 021					
			910201	YOUTH AND COMMUNITY PROGRAM SPECIALIST				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	21.69	23.50	24.48	25.57	26.65	27.33	28.45	29.96
01/01/2027	22.34	24.21	25.21	26.34	27.45	28.15	29.30	30.86
01/01/2028	23.12	25.06	26.09	27.26	28.41	29.14	30.33	31.94
			GRADE 022					
			230101	IMPOUND LOT CLERK				
			230020	STORES ASSISTANT				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	22.19	24.13	25.23	26.28	27.41	28.14	29.28	30.80
01/01/2027	22.86	24.85	25.99	27.07	28.23	28.98	30.16	31.72
01/01/2028	23.66	25.72	26.90	28.02	29.22	29.99	31.22	32.83
			GRADE 22P					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	22.81	24.80	25.81	26.95	28.41	29.54	31.43	32.89
01/01/2027	23.49	25.54	26.58	27.76	29.26	30.43	32.37	33.88
01/01/2028	24.31	26.43	27.51	28.73	30.28	31.50	33.50	35.07

APPENDIX A – HOURLY RATES (Continued)

			GRADE 023					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	22.79	24.75	25.77	26.90	27.99	28.75	29.88	31.43
01/01/2027	23.47	25.49	26.54	27.71	28.83	29.61	30.78	32.37
01/01/2028	24.29	26.38	27.47	28.68	29.84	30.65	31.86	33.50
			GRADE 024					
			220111	ACCOUNTING CLERK II				
			221030	HUMAN RESOURCES ASSISTANT				
			950013	LIBRARY CUSTOMER SERVICE ASSISTANT III				
			220210	METER READER				
			200112	OFFICE ASSISTANT III				
			910020	PARKS SERVICES LEAD				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	23.38	25.34	26.49	27.66	28.79	29.59	30.76	32.35
01/01/2027	24.08	26.10	27.28	28.49	29.65	30.48	31.68	33.32
01/01/2028	24.92	27.01	28.23	29.49	30.69	31.55	32.79	34.49
			GRADE 025					
			220510	CUSTOMER SERVICE REPRESENTATIVE				
			210010	DUPLICATING EQUIPMENT OPERATOR				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	23.92	25.99	27.08	28.19	29.39	30.20	31.43	33.04
01/01/2027	24.64	26.77	27.89	29.04	30.27	31.11	32.37	34.03
01/01/2028	25.50	27.71	28.87	30.06	31.33	32.20	33.50	35.22
			GRADE 25T					
	Start	1-yr	1.5-yr	2-yr	2.5-yr	3-yr	3.5-yr	4-yr
	1	2	3	4	5	6	7	8
04/01/2026	23.92	25.99	26.58	27.08	27.64	28.19	28.79	29.39
01/01/2027	24.64	26.77	27.38	27.89	28.47	29.04	29.65	30.27
01/01/2028	25.50	27.71	28.34	28.87	29.47	30.06	30.69	31.33
	10-yr	15-yr	20-yr					
	9	10	11					
04/01/2026	30.20	31.43	32.89					
01/01/2027	31.11	32.37	33.88					
01/01/2028	32.20	33.50	35.07					

APPENDIX A – HOURLY RATES (Continued)

			GRADE 026					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	24.57	26.70	27.88	29.10	30.33	31.12	32.39	34.01
01/01/2027	25.31	27.50	28.72	29.97	31.24	32.05	33.36	35.03
01/01/2028	26.20	28.46	29.73	31.02	32.33	33.17	34.53	36.26
			GRADE 027					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	24.57	26.79	27.99	29.27	30.57	31.42	32.74	34.32
01/01/2027	25.31	27.59	28.83	30.15	31.49	32.36	33.72	35.35
01/01/2028	26.20	28.56	29.84	31.21	32.59	33.49	34.90	36.59
			GRADE 028					
			230110	PROPERTY AND EVIDENCE SPECIALIST				
			230021	STOREKEEPER				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	25.23	27.41	28.67	29.88	31.23	32.06	33.49	35.12
01/01/2027	25.99	28.23	29.53	30.78	32.17	33.02	34.49	36.17
01/01/2028	26.90	29.22	30.56	31.86	33.30	34.18	35.70	37.44
			GRADE 28T					
			140010	IS SYSTEMS SUPPORT SPECIALIST I				
	Start	1-yr	1.5-yr	2-yr	2.5-yr	3-yr	3.5-yr	4-yr
	1	2	3	4	5	6	7	8
04/01/2026	25.23	27.41	28.05	28.67	29.27	29.88	30.55	31.23
01/01/2027	25.99	28.23	28.89	29.53	30.15	30.78	31.47	32.17
01/01/2028	26.90	29.22	29.90	30.56	31.21	31.86	32.57	33.30
	10-yr	15-yr	20-yr					
	9	10	11					
04/01/2026	32.06	33.49	34.98					
01/01/2027	33.02	34.49	36.03					
01/01/2028	34.18	35.70	37.29					

APPENDIX A – HOURLY RATES (Continued)

			GRADE 029					
			950014	LIBRARY CUSTOMER SERVICE ASSISTANT IV				
			200113	OFFICE ASSISTANT IV				
			940010	ZOO KEEPER				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	25.84	28.19	29.51	30.77	32.19	33.08	34.44	36.12
01/01/2027	26.62	29.04	30.40	31.69	33.16	34.07	35.47	37.20
01/01/2028	27.55	30.06	31.46	32.80	34.32	35.26	36.71	38.50
			GRADE 030					
			500010	ANIMAL CONTROL OFFICER (Inactivated 12/18/2021)				
			500030	ANIMAL SERVICES OFFICER I				
			220601	LEGAL SECRETARY				
			220801	RECORDS MANAGEMENT SPECIALIST				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	26.59	28.90	30.29	31.63	33.03	33.92	35.36	37.06
01/01/2027	27.39	29.77	31.20	32.58	34.02	34.94	36.42	38.17
01/01/2018	28.35	30.81	32.29	33.72	35.21	36.16	37.69	39.51
			GRADE 30T					
			140011	IS SYSTEMS SUPPORT SPECIALIST II				
	Start	1-yr	1.5-yr	2-yr	2.5-yr	3-yr	3.5-yr	4-yr
	1	2	3	4	5	6	7	8
04/01/2026	26.59	28.96	29.64	30.29	30.93	31.57	32.28	33.00
01/01/2027	27.39	29.83	30.53	31.20	31.86	32.52	33.25	33.99
01/01/2028	28.35	30.87	31.60	32.29	32.98	33.66	34.41	35.18
	10-yr	15-yr	20-yr					
	9	10	11					
04/01/2026	33.88	35.40	37.06					
01/01/2027	34.90	36.46	38.17					
01/01/2028	36.12	37.74	39.51					

APPENDIX A – HOURLY RATES (Continued)

			GRADE 031					
			220920	*BUILDING PERMIT CLERK				
			200122	CITY COUNCIL EXECUTIVE ASSISTANT I				
			220910	DSI CUSTOMER SERVICE SPECIALIST				
			200120	EXECUTIVE ASSISTANT I				
			220930	*LICENSE CLERK (Inactivated 1/25/2025)				
			220720	PAYROLL AUDITOR				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	27.23	29.69	30.98	32.42	33.89	34.84	36.23	37.99
01/01/2027	28.05	30.58	31.91	33.39	34.91	35.89	37.32	39.13
01/01/2028	29.03	31.65	33.03	34.56	36.13	37.15	38.63	40.50
			GRADE 032					
			220710	PAYROLL SPECIALIST				
			340001	PROCUREMENT SPECIALIST				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	27.97	30.51	31.91	33.33	34.86	35.86	37.36	39.10
01/01/2027	28.81	31.43	32.87	34.33	35.91	36.94	38.48	40.27
01/01/2028	29.82	32.53	34.02	35.53	37.17	38.23	39.83	41.68
			GRADE 033					
			220511	CUSTOMER SERVICE SR REPRESENTATIVE				
			210040	DUPLICATING EQUIP OPER SUPVR (Inactive)				
			500011	SENIOR ANIMAL CONTROL OFFICER (Inactivated 1/28/2023)				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	28.69	31.38	32.77	34.25	35.86	36.82	38.35	40.15
01/01/2027	29.55	32.32	33.75	35.28	36.94	37.92	39.50	41.35
01/01/2028	30.58	33.45	34.93	36.51	38.23	39.25	40.88	42.80
			GRADE 034					
			500031	ANIMAL SERVICES OFFICER II				
			200121	EXECUTIVE ASSISTANT II				
			220220	METER READER COORDINATOR				
			230030	STOREROOM COORDINATOR				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	29.51	32.19	33.63	35.16	36.82	37.82	39.41	41.22
01/01/2027	30.40	33.16	34.64	36.21	37.92	38.95	40.59	42.46
01/01/2028	31.46	34.32	35.85	37.48	39.25	40.31	42.01	43.95

APPENDIX A – HOURLY RATES (Continued)

			GRADE 035					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	30.29	33.03	34.56	36.15	37.82	38.83	40.52	42.40
01/01/2027	31.20	34.02	35.60	37.23	38.95	39.99	41.74	43.67
01/01/2028	32.29	35.21	36.85	38.53	40.31	41.39	43.20	45.20
			GRADE 036					
			140301	PROCEDURES COORDINATOR				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	31.12	33.95	35.52	37.19	38.86	39.98	41.69	43.59
01/01/2027	32.05	34.97	36.59	38.31	40.03	41.18	42.94	44.90
01/01/2028	33.17	36.19	37.87	39.65	41.43	42.62	44.44	46.47
			GRADE 037					
			500032	ANIMAL SERVICES OFFICER III				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	31.93	34.88	36.45	38.16	39.95	41.01	42.78	44.73
01/01/2027	32.89	35.93	37.54	39.30	41.15	42.24	44.06	46.07
01/01/2028	34.04	37.19	38.85	40.68	42.59	43.72	45.60	47.68
			GRADE 37A					
			221020	EMPLOYMENT TESTING COORD (Inactive)				
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	31.92	34.85	36.45	38.18	40.64	41.50	43.24	44.96
01/01/2027	32.88	35.90	37.54	39.33	41.86	42.75	44.54	46.31
01/01/2028	34.03	37.16	38.85	40.71	43.33	44.25	46.10	47.93
			GRADE 038					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	32.84	35.88	37.51	39.18	41.01	42.19	43.95	45.88
01/01/2027	33.83	36.96	38.64	40.36	42.24	43.46	45.27	47.26
01/02/2028	35.01	38.25	39.99	41.77	43.72	44.98	46.85	48.91

APPENDIX A – HOURLY RATES (Continued)

			<u>GRADE 039</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	33.74	36.84	38.57	40.31	42.19	43.33	45.18	47.19
01/01/2027	34.75	37.95	39.73	41.52	43.46	44.63	46.54	48.61
01/01/2028	35.97	39.28	41.12	42.97	44.98	46.19	48.17	50.31
			<u>GRADE 040</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	34.69	37.89	39.59	41.48	43.43	44.59	46.50	48.56
01/01/2027	35.73	39.03	40.78	42.72	44.73	45.93	47.90	50.02
01/01/2028	36.98	40.40	42.21	44.22	46.30	47.54	49.58	51.77
			<u>GRADE 041</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	35.59	38.96	40.74	42.59	44.39	45.85	47.87	49.96
01/01/2027	36.66	40.13	41.96	43.87	45.72	47.23	49.31	51.46
01/01/2028	37.94	41.53	43.43	45.41	47.32	48.88	51.04	53.26
			<u>GRADE 042</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	36.58	40.03	41.87	43.77	45.85	47.17	49.16	51.29
01/01/2027	37.68	41.23	43.13	45.08	47.23	48.59	50.63	52.83
01/01/2028	39.00	42.67	44.64	46.66	48.88	50.29	52.40	54.68
			<u>GRADE 043</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	37.64	41.09	42.95	44.97	47.15	48.42	50.49	52.65
01/01/2027	38.77	42.32	44.24	46.32	48.56	49.87	52.00	54.23
01/01/2028	40.13	43.80	45.79	47.94	50.26	51.62	53.82	56.13
			<u>GRADE 044</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	38.63	42.31	44.30	46.30	48.44	49.84	51.97	54.21
01/01/2027	39.79	43.58	45.63	47.69	49.89	51.34	53.53	55.84
01/01/2028	41.18	45.11	47.23	49.36	51.64	53.14	55.40	57.79

APPENDIX A – HOURLY RATES (Continued)

			<u>GRADE 045</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	39.67	43.45	45.45	47.61	49.86	51.26	53.57	55.81
01/01/2027	40.86	44.75	46.81	49.04	51.36	52.80	55.18	57.48
01/01/2028	42.29	46.32	48.45	50.76	53.16	54.65	57.11	59.49
			<u>GRADE 046</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	40.84	44.74	46.81	49.03	51.31	52.78	55.15	57.41
01/01/2027	42.07	46.08	48.21	50.50	52.85	54.36	56.80	59.13
01/01/2028	43.54	47.69	49.90	52.27	54.70	56.26	58.79	61.20
			<u>GRADE 047</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	42.02	46.06	48.17	50.46	52.82	54.35	56.74	59.14
01/01/2027	43.28	47.44	49.62	51.97	54.40	55.98	58.44	60.91
01/01/2028	44.79	49.10	51.36	53.79	56.30	57.94	60.49	63.04
			<u>GRADE 048</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	43.28	47.41	49.59	51.93	54.39	55.91	58.46	60.86
01/01/2027	44.58	48.83	51.08	53.49	56.02	57.59	60.21	62.69
01/01/2028	46.14	50.54	52.87	55.36	57.98	59.61	62.32	64.88
			<u>GRADE 049</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	44.52	48.81	51.04	53.43	56.00	57.58	60.16	62.63
01/01/2027	45.86	50.27	52.57	55.03	57.68	59.31	61.96	64.51
01/01/2028	47.47	52.03	54.41	56.96	59.70	61.39	64.13	66.77
			<u>GRADE 050</u>					
						10-yr	15-yr	20-yr
	1	2	3	4	5	6	7	8
04/01/2026	45.83	50.20	52.54	55.04	57.67	59.29	61.94	64.46
01/01/2027	47.20	51.71	54.12	56.69	59.40	61.07	63.80	66.39
01/01/2028	48.85	53.52	56.01	58.67	61.48	63.21	66.03	68.71

APPENDIX B – CRITICAL INCIDENT RESOLUTION PAY

MEMORANDUM OF AGREEMENT

between
THE CITY OF SAINT PAUL
and
AFSCME CLERICAL LOCAL 2508

This Agreement is entered into by and between the City of Saint Paul, Division of Information Services and the AFSCME Clerical Local 2508 bargaining unit (Union).

1. Employees of the Division of Information Services (IS) who are telephoned at home or paged and are subsequently requested to resolve a critical information system problem, shall be granted two (2) hours minimum compensation either in compensatory time or pay for their efforts per incident. An incident shall begin when the telephone or page is answered and end when the problem is either resolved or further efforts are deemed futile. This means multiple calls regarding the same problem are considered one incident.
2. If the IS employee is represented by the AFSCME Clerical bargaining unit and resolution of the problem takes less than one and one half (1.5) hours, the employee will be paid straight time for the two (2) hour minimum. If the resolution of the problem takes more than one and one half (1.5) hours, then the overtime provisions of the contract will apply.
3. The City and the Union agree that this language is experimental and shall not extend beyond the term of this Agreement unless both parties act affirmatively to renew or modify this clause in bargaining for the next contract.

FOR THE CITY

**LOCAL UNION NO. 2508
COUNCIL NO. 5 OF THE AMERICAN
FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES AFL-CIO**

Jason Schmidt
Jason Schmidt (Feb 13, 2026 15:21:34 CST)

Feb 13, 2026

Jason Schmidt
Deputy Director Human Resources

Date

Mary Thies

Feb 13, 2026

Mary Thies
Field Representative

Date

Jenna Sadjadi
Jenna Sadjadi (Feb 13, 2026 15:17:20 CST)

Feb 13, 2026

Jenna Sadjadi, President
Local 2508

Date

APPENDIX C – COMMITMENT TO LMCHI

This letter confirms that the parties entered into the 2026 – 2028 Agreement with the following intentions and expectations regarding the health insurance issues that face the City:

1. The rising cost of health insurance is an issue of vital importance to both the City and its employees. The responsibility to contain these costs falls jointly on the City, its Unions and the employees.
2. The City's Joint Labor/Management Committee on Health Insurance (LMCHI) is a longstanding forum that has successfully resolved issues of joint concern in the past.
3. The parties to this letter believe the LMCHI is a forum that must continue to be supported. By signing this letter, the parties hereby renew their commitment to work in good faith on the LMCHI and support the bylaws of the committee which encourages the Administration of the City to seek a consensus recommendation from all the Unions prior to making any changes in plan design.

FOR THE CITY

LOCAL UNION NO. 2508 COUNCIL NO. 5 OF THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES AFL-CIO

Jason Schmidt
Jason Schmidt (Feb 13, 2026 15:21:34 CST)

Feb 13, 2026

Jason Schmidt
Deputy Director Human Resources

Date

Mary Thies

Feb 13, 2026

Mary Thies
Field Representative

Date

Jenna Sadjadi
Jenna Sadjadi (Feb 13, 2026 15:17:20 CST)

Feb 13, 2026

Jenna Sadjadi, President
Local 2508

Date