

CCEA SUMMARY AGREEMENT 2023-2025 Negotiations

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and the Classified Confidential Employee Association.

Duration: January 1, 2023 – December 31, 2025

Article 10 Insurance

Update rates and contributions per the new joint Health Insurance MOA for 2023 - 2025

Article 14 Wages

a.) ATB Increase

Effective March 1, 2023 (or closest pay period):	3.5% increase
Effective January 1, 2024 (or closest pay period):	2.5% increase
Effective January 1, 2025 (or closest pay period):	2.5% increase

b.) Wage Schedule/Step Progression/Longevity Pay:

Effective January 1, 2023 (or closest pay period)

Annualize steps

Step 1 Eliminated

Performance Zone wage range added to top of salary schedule

Increase step 8 by 1%

Effective January 1, 2024 (or closest pay period)

Implement Longevity Pay:

\$24 bi-weekly for employees who have completed 10 years of City service

\$32 bi-weekly for employees who have completed 15 years of City service

\$40 bi-weekly for employees who have completed 20 years of City service

Effective January 1, 2025 (or closest pay period)

Performance Zone implementation: Eligible employees receive performance zone increases (or lump sums) on their anniversary date.

Article 15 Maintenance of Standards

Remove application of Civil Service Rules 4, 6 & 7.

Article 16 Leave of Absences

Provide 8 weeks of paid parental leave to eligible employees.

Article 19 Discipline

Remove Oral Reprimands from grievance procedures.

Article 23 Nondiscrimination

Replace his/her with 'their' throughout the collective bargaining agreement.

Article 24 Sick Leave Usage

Provide 2 days of annual bereavement leave for all employees.

Article 26 Deferred Compensation

Increase Employer match per year for all employees.

Article 27 Safety-New Article

New Article 27 regarding safety related building closures.

All other changes were of a housekeeping nature.