

**City of St. Paul and IAFF Local 21  
2023-2025 Contract Negotiations  
Summary Agreement**

Date of TA: November 5, 2023

Duration: January 1, 2023- December 31, 2025

Wages:           Effective **January 1, 2023** (or closest pay period): 1.5%  
                  Effective **July 1, 2023** (or closest pay period): 2.0%  
                  Effective **January 1, 2024** (or closest pay period): 2.0%  
                  Effective **July 1, 2024** (or closest pay period): 2.0%  
                  Effective **January 1, 2025** (or closest pay period): 2.0%  
                  Effective **July 1, 2025** (or closest pay period): 1.5%

**Article 9 Working out of Classification**

If an employee is working out of classification in two separate titles in one shift; they will be paid at the higher of the two rates for the entire shift.

**Article 14 Insurance**

Implement rates from 2023-2025 LMCHI agreement

**Article 16 Vacation**

- a. Eliminate prohibition on applying additional vacation credit
- b. Added 2.0 times pay for OT hours worked on holidays

**Article 19 Sick Leave and Parental Leave**

Provide 8 weeks of paid parental leave for eligible employees

**Article 24 Uniform Allowance**

Update uniform allowance by negotiated across-the-board increases for each year of the contract

**Article 26 Severance Pay**

Effective 1/1/23 increase threshold for eligibility and severance amounts

**Article 32 Drug and Alcohol Testing**

Added language to allow for follow up drug and alcohol testing of an employee that has completed treatment because of a positive test and remove illegal qualifier for drugs.

All other changes were of a housekeeping nature.