

**SUMMARY AGREEMENT SHEET
CLASSIFIED CONFIDENTIAL EMPLOYEES ASSOCIATION**

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and CCEA.

Date of TA

April 28, 2011

Duration

January 1, 2011 - December 31, 2012

Wages

No wage increases during the term of the agreement.

Health Insurance

The insurance contribution increases follow the Memorandum of Agreement reached with the various bargaining units for 2011-2012.

Vacation

New language allowing employees to receive credit for qualifying years of service based on previous public sector or private entity experience related to current position. This change allows greater flexibility in recruitment of experienced job candidates.

Severance Pay

Added language to require vacation pay to be placed in a PEHP if the separating employee is eligible for severance pay.

Hours of Work

Changed language to allow for overtime pay based on FLSA hours requirement.

Other Language Changes:

Other language changes were of a housekeeping nature for clarification and cleanup.