

**Summary Agreement Sheet  
City of St. Paul and SPMMSA**

- 1. Date of TA: January 22, 2018**
- 2. Duration**
  - a. 3 years
- 3. Wages:** Implement the following wage increases (all on closest pay period):  
*1/1/2018: 1.5%*  
*7/1/2018: 1.0%*  
*1/1/2019: 1.5%*  
*4/1/2019: 1.25%*  
*1/1/2020: 2.75%*
- 4. Health Insurance**
  - a. Agreed to changes articulated through LMC
- 5. Sick Leave (Article 19)**
  - a. Remove “serious” to conform to statute
  - b. Substantive proposal to change IRS payroll year to “calendar year” in sick leave conversion article.
  - c. Sick leave shall be ~~earned and~~ granted in accordance with the Civil Service Rules. The rate earned shall be twelve (12) days per year.
  - d. **Jury Duty:** Allow for jury duty pay when employee witnesses incident during working hours
- 6. Amend Zoo MOU to add Parks Maintenance Supervisor**
- 7. Article 10 – Discipline**
  - a. Discharges will be preceded by a five day unpaid administrative leave prior to Loudermill meeting.
- 8. Article 11 – Hours of Work:**
  - a. Time and one-half for those in grade 42 or above for work performed in excess of the regular work day and/or forty (40) hour work week.
  - b. Add 10-hour workday to hours of work article.
  - c. Effective January 1, 2019, pay night differential between the hours of 6:00 p.m. and 6:00 a.m. for such hours worked and increase the rate to 6.5%.
  - d. Create abatement premium.
- 9. Article 12 – Uniform Allowance:**
  - a. Increase Boot allowance to \$225, effective January 1, 2018.
- 10. Renew MOAs:**
  - a. Forestry Supervisor On-Call MOA
  - b. Water Supervisor Competency MOA.
- 11. Vacation:** Allow for cashout at department discretion.
- 12. Notice:**
  - a. Effective January 1, 2019, employees will receive night shift differential on the regular rate of pay.
  - b. Effective January 1, 2018, if an employee is called back to work more than once within four hours, it will be considered one call-in.
- 13. Discuss in LMC:** Safety issues and First Line Supervisor Academies