

Tentative Agreement Summary
Professional Employees Association and City of St. Paul

Below is a summary of the agreements made during the negotiation of the 2016-2017 collective bargaining agreement between the City of St. Paul and the Professional Employees Association.

1. **Date of TA:** April 25, 2016
2. **Duration:** Two years (2016-2017)
3. **Wages:**

12/26/2015:	2.5%
1/7/2017:	2.85% (in exchange for one day of sick leave)
4. **Safety Footwear/Uniforms:** Amend language to the following:
 - 17.2 Fire Protection Engineers in the Department of Safety and Inspections who are required to wear a specified uniform shall be reimbursed for uniform items purchased up to \$550.00 per calendar year 2013; \$570.00 per calendar year 2014; and \$590.00 per calendar year 2015 \$1,306.00 for initial issue and \$602.00 per calendar year for maintenance.
 - 17.3 Fire Department employees in the titles of Education Specialist, Education Coordinator, Public Education Officer – Fire, and Fire Protection Engineer, who are required to wear a specified uniform shall be provided an initial issue of \$1,306.00, to be placed on a debit card provided by the City’s contracted vendor, to be used towards the purchase of the required uniform. On May 1 of each subsequent year, \$602.00 shall be placed on each eligible employee’s debit card as a maintenance allowance for the employee’s uniform inventory.
5. Sick Leave: Reduced sick leave accrual from 14 days per year to 12.
6. **ARTICLE 24 – DEFERRED COMPENSATION** (In exchange for one day of sick leave)
 - 24.1 Employees with at least one year of service will be eligible for a \$250 per year Deferred Compensation match by the Employer subject to the criteria listed below. Effective January 1, 2017, employees with at least one year of service will be eligible for a \$500 per year Deferred Compensation match by the Employer subject to the criteria listed below.
7. **Night Differential -**
 - 6.10 **Night Differential:** To any employee who works on a shift, beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided that at least five hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be paid a night differential for the entire shift.

To any employees who work on a shift, beginning earlier than 6:00 a.m. or ending later than 6:00 p.m.; but less than five hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be paid a night differential for the hours worked between the hours of 6:00 p.m. and 6:00 a.m.

The night differential shall be 5% of the base rate, and shall be paid only for those night shift hours actually worked.

8. All other agreements were of a housekeeping nature.