

**MEMORANDUM OF AGREEMENT**  
**between**  
**The City of Saint Paul**  
**and**  
**International Association of Sheet Metal, Air, Rail, and**  
**Transportation Workers, Local 10**  
**REVISED – May 1, 2020 – April 30, 2021**  
**Maintenance Labor Agreement – Appendix C**

Correction of Appendix C to the basic hourly wage rates for:

- Non-PERA employees appointed to the following classes hired before July 1, 2020.
- Temporary employees (Outside Rates) appointed to the following classes after July 1, 2020.
- Non-PERA employees appointed to the following classes hired after July 1, 2020.

**The basic hourly wage rate for Non-PERA employees appointed to the following classes hired before July 1, 2020 shall be:**

	Effective <u>07/01/2020</u> (or closest pay period)	<u>Vacation/Holiday Rate*</u>
Sheet Metal Worker	\$48.56	\$43.16
Lead Sheet Metal Worker	\$52.06	\$46.28
Sheet Metal Inspector		
1st Step	\$49.56	\$44.05
2nd Step	\$52.06	\$46.28
Senior Mechanical Inspector-Sheet Metal	\$53.06	\$47.16
Senior Mechanical Inspector-Sheet Metal Effective first pay period after adoption.	\$54.56	\$48.50

\*1856 x (Outside Rate) / 2088 = City Hourly Rate

## APPENDIX C (Continued)

The basic hourly wage rate for provisional, regular, and probationary employees (With PERA) appointed to the following classes hired before July 1, 2020 shall be:

	Effective 05/01/2020 (or closest payroll period)
Sheet Metal Worker	\$40.15**
Lead Sheet Metal Worker	\$43.05**
Sheet Metal Inspector 1st Step	\$40.98**
2nd Step	\$43.05**
Senior Mechanical Inspector-Sheet Metal	\$43.87**
Senior Mechanical Inspector-Sheet Metal Effective first pay period after adoption	\$45.11**

\*\*Effective April 26, 1997, this rate includes the above taxable deductions in addition to 72 hours of paid holidays and 160 hours of paid vacation per fiscal year. Vacation carry over shall be paid in accordance with Section I H of the Saint Paul Salary Plan and Rates of Compensation. Vacation must be approved by the Head of the Department.

The above rates in Appendix C include the \$3.71 taxable Savings & Organizing deduction which includes the \$0.93 taxable Organizing Fund deduction.

After appearing on the payroll for 1040 hours in the first step, an employee in the Sheet Metal Inspector classification may be granted a wage increase to the second step.

Effective May 1, 2020 (or closest payroll period), there will be an additional \$2.65 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution of the \$2.65 between wages and fringes. This amount will be decreased by any increase in industry funds.

Effective **July 1, 2020** all employees hired will be "Non-PERA."

## APPENDIX C (Continued)

The basic hourly wage rate for temporary employees (Outside Rates) appointed to the following classes after July 1, 2020 shall be:

	Effective 07/01/2020 (or closest pay period)
Sheet Metal Worker	\$46.06
Lead Sheet Metal Worker	\$49.56
Sheet Metal Inspector	
1st Step	\$47.06
2nd Step	\$49.56
Senior Mechanical Inspector-Sheet Metal	\$50.56
Senior Mechanical Inspector-Sheet Metal Effective first pay period after adoption	\$52.06

The basic hourly wage rate for Non-PERA employees appointed to the following classes hired after July 1, 2020 shall be:


	Effective 07/01/2020 (or closest pay period)	Vacation/Holiday Rate*
Sheet Metal Worker	\$46.06	\$40.94
Lead Sheet Metal Worker	\$49.56	\$44.05
Sheet Metal Inspector		
1st Step	\$47.06	\$41.83
2nd Step	\$49.56	\$44.05
Senior Mechanical Inspector-Sheet Metal	\$50.56	\$44.94
Senior Mechanical Inspector-Sheet Metal Effective first pay period after adoption.	\$52.06	\$46.28

\*1856 x (Outside Rate) / 2088 = City Hourly Rate

**FOR THE CITY OF SAINT PAUL**

**INTERNATIONAL ASSOCIATION OF  
SHEET METAL, AIR, RAIL AND  
TRANSPORTATION WORKERS,  
LOCAL 10**

  
\_\_\_\_\_  
Jason Schmidt      11/6/20      Date  
Labor Relations Manager

  
\_\_\_\_\_  
Matt Fairbanks      11/5/2020      Date  
Business Representative

  
\_\_\_\_\_  
Leota Johnson Rivera      11/6/20      Date  
Labor Relations Specialist