

**Summary Sheet**  
**Non-Represented Employee Benefit Changes**  
**2022**

The City of Saint Paul regularly reviews the benefit package of those employees who are not eligible to be in a bargaining unit. Several the changes are house keeping or for general clarification. However, some of the changes are more substantial and are based on a review of Department Director and Administration requests to maintain a competitive recruitment/retention package for Non-Represented employees. The following is a list of those changes:

**Wage & Benefit Policy**

Added new titles being utilized by the City.

**Cafeteria Plan**

Clarified that benefits begin on the first day of work – this is already the current practice.

**Holidays**

Added Juneteenth to the schedule

**Bereavement**

Added bereavement language consistent with several collective bargaining agreements.

**Deferred Compensation**

Increased matching amount by \$500 annually.

**Performance Pay**

Applied eligibility for performance pay to all Non-Represented employees, not just directors.

**Paid Parental Leave**

Increased the amount of paid parental leave by four weeks and clarified guidelines for use.

**Employer Termination Program**

Clarified applicability.

**Severance Pay**

Revised eligibility to include those employees who only ever held an unclassified position.  
Revised payment from Post Employment Health Plan to a lump sum- done to avoid loss of funds if recipient dies and is not married (IRS rule changed).

**Retiree Insurance**

Eligible employees allowed to defer start date consistent with several collective bargaining agreements and allows employees who promoted from unions with different eligibility to remain in the plan without reverting back to the applicable union.

**Miscellaneous**

Removed gender specific terms.