

Summary Agreement Sheet
City of St. Paul and Fire Supervisory Association - Local 3939

Below is a summary of the tentative agreements reached between the parties:

- 1. Date of TA:** February 17, 2021
- 2. Duration:** 2 years (2021-2022)
- 3. Article 2 – Definitions**
City agrees to provide a Deputy Chief Advisory Specification.
- 4. Uniform Allowance (Art. 8):** Increase allowance amount to current Local 21 amounts. Increase to \$717.63 effective January 1, 2021; increase to \$728.40 effective January 1, 2022.
- 5. Insurance (Art. 12):** Agree to implement terms of the August 26, 2020 MOA on health insurance rates. Renew Retiree Health Insurance MOA for 2021 and automatically renew annually thereafter unless noticed otherwise by either party.
- 6. Vacation/Holiday (Art. 13):** Effective 1/1/22, change vacation schedule to eliminate year 26 from schedule; increase accruals amounts for years 16 and beyond. Add terms from February 24, 2020 Union Activity/Release bank MOA.
- 7. Severance (Art. 16):** Effective January 1, 2022 increase minimum accruals required for eligibility and increase the severance pay amount for each tier of Plan 1. Remove Waiver language in Article 16.2(2). Require two (2) week notice for voluntary separations.
- 8. Wages (Art. 17):** In 17.2 add “Fire Deputy Chief” and remove requirement that Captain be “receiving the premium as a paramedic, hazmat or ATR.” in order to promote to 10-year step.
- 9. Incapacitation (Art. 19):** Add language in 17.2 to reflect current language already in Local 21 contract.
- 10. Drug and Alcohol (Art. 20):** Update language to reflect current standards
- 11. Tour of Duty Holiday (Art. 21)** Effective January 1, 2022 eliminate Article 21.2 regarding OT related to District Chief reduction. Effective January 1, 2022 add 2 Tour of Duty Holidays.
- 12. Appendix A (Wages):** Increase wages as follows:
Effective January 1, 2021 (or closest pay period): 0%
Effective January 1, 2022 (or closest pay period): 1.5%
Effective January 1, 2022 (or closest pay period) increase steps as follows:
Step 7: 3%
Step 8: 2.25% beyond Step 7
Step 9: 2.25% beyond Step 8
- 13 All other TAs** are of a housekeeping nature.