

**Memorandum of Agreement**  
**between**  
**The City of Saint Paul**  
**and**  
**The International Brotherhood of Electrical Workers Local #110**  
**2013 Wage and Fringe Adjustment**

**APPENDIX C**

1. The basic hourly wage rates for temporary employees appointed to the following classes of positions shall be the following:

**Effective 05/01/2013**  
(or closest payroll period)

Electrician	\$41.09*
Lead Electrician	\$43.74*
Electrical Inspector pre September 1, 2003	\$43.74*
Electrical Inspector post September 1, 2003	\$42.61*
General Lead Electrician	\$44.87*
Senior Electrical Inspector	\$44.87*
General Lead Electrician In Charge	\$46.00*

\* This rate includes a 13% Vacation Contribution.

Note: Due to changes in legislation effective May 2, 2000, temporary rates assume no PERA participation, even after six (6) months.

2. The basic hourly wage rates for provisional, probationary and regular employees appointed to the following classes of positions and who are covered by the provisions of Article 12.5 (WAGES AND FRINGE BENEFITS) of this Agreement shall be the following:

**Effective 05/01/2013**  
(or closest payroll period)

	<b>PERA</b>	<b>No PERA</b>
Electrician	\$38.74*	\$41.09*
Lead Electrician	\$41.12*	\$43.74*
Electrical Inspector pre September 1, 2003	\$41.12*	\$43.74*
Electrical Inspector post September 1, 2003		\$42.61*
General Lead Electrician	\$42.18*	\$44.87*
Senior Electrical Inspector	\$42.18*	\$44.87*
General Lead Electrician In Charge	\$43.24*	\$46.00*

\*This rate includes a 13% Vacation Contribution.

## APPENDIX C (Continued)

Employees had a one (1) time option to stay in PERA, in accordance with M.S. 1999 supplement, Section 353.01.

3. The basic hourly rate for those holding the title Traffic Lighting Maintenance Worker, who receive no benefits, shall be:

**Effective 05/01/2013**

(or closest payroll period)

\$14.54 40% of outside Journeyman rate

Employees who work on a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided that at least five (5) hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., shall be paid a night differential for the entire shift.

Employees who work on a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but who work less than five (5) hours between the hours of 6:00 p.m. and 6:00 a.m., shall be paid a night differential for only those hours actually worked between the hours of 6:00 p.m. and 6:00 a.m.

The night differential shall be five percent (5%) of the base rates, and shall be paid only for those night shifts actually worked.

The total cost to the Employer, (including wages, fringes, and pension contributions) for employees covered by this Agreement shall be equivalent in money to the total package paid by the Employer to employees in comparable classifications in the Agreement between Local 110 and the National Electrical Contractors Association (NECA).

The total package cost shall exclude any payments for industry promotion and/or advertisement, or any other purpose not directly and clearly beneficial to the public Employer.

In the event Local 110 and NECA amend their bargaining agreement to provide for either a wage or benefit freeze or reduction during the period of this Agreement, such freeze or reduction shall be immediately applicable to the total compensation paid to employees covered by this Agreement.

Effective May 1, 2014 (or closest pay period) there will be an additional \$1.50 per hour increase reflecting the total package increase between Local 110 and NECA added to the total package. The parties will agree prior to that date regarding the distribution of the total package increase between wages and fringes. The amount will be decreased by any increase in industry funds.



## APPENDIX H

Effective **May 1, 2013** (or closest payroll period), the wage rates for apprentices shall be the following:

<b>2013</b>											
<b>Electrician</b>											
Base Rate: \$36.36											
<u>Apprentice Range</u>	<u># of hrs</u>	<u>% of Base Wage</u>	<u>Appen Wage</u>	<u>NEBF 3%</u>	<u>VAC</u>	<u>MEDICAL</u>	<u>JATC</u>	<u>RES</u>	<u>PEN</u>	<u>SUP PEN</u>	<u>TOTAL</u>
1 <sup>st</sup> Year	1600	40%	\$14.54	\$0.44	10% / \$1.45	\$7.97	\$0.00	\$0.01	\$0.01	\$0.05	\$24.47
2 <sup>nd</sup> Year	1600	45%	\$16.36	\$0.49	10% / \$1.64	\$8.56	\$0.00	\$0.03	\$0.15	\$0.30	\$27.53
3 <sup>rd</sup> Year	1600	60%	\$21.82	\$0.65	13% / \$2.84	\$8.81	\$0.52	\$0.09	\$1.38	\$0.60	\$36.71
4 <sup>th</sup> Year	1600	75%	\$27.27	\$0.82	13% / \$3.55	\$9.02	\$0.52	\$1.35	\$2.11	\$1.18	\$45.81
5 <sup>th</sup> Year	1600	90%	\$32.72	\$0.98	13% / \$4.25	\$9.02	\$0.52	\$2.00	\$3.37	\$2.14	\$55.00