

Summary Agreement Sheet
City of St. Paul and St. Paul Police Federation

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

1. **Date of TA:** April 19, 2018
2. **Duration:** 3 years (2018-2020)
3. **Grievance Procedure (Art. 6):** Addition of rotating arbitrator list effective 1/1/19 (Art. 6.9) and addition of Restorative Justice process (Art. 6.9)
4. **Hours of Work (Art. 8):** Implementation of a 12-hour shift for ECC personnel – 1040 Plan (Art. 8.1 & 8.5), based on previous MOA. Overtime based on working more than 12 hours in a day, 80 in a pay period, or for call-ins on regularly scheduled days off. Employees in ECC titles may not be mandated to work more than 16 hours consecutively.
5. **Health Insurance:** Agree to implement terms of August, 2017 MOA on health insurance rates.

Art. 16.3 - Eliminate mandatory selection of single health insurance. Effective 1/1/19 only employees receiving the \$225/mth payment for waiving health insurance will be eligible to continue receiving the payment in 2019 and beyond. Actual names of eligible employees will be listed in the collective bargaining agreement.

AFSCME MOA on early retiree health insurance will be adopted.

6. **Premium Pay/Special Allowances:** Narcotics Agents performing “hold book” function increased from \$1.50 to \$2.00/hr/. DUI hold book remains as an MOA.
7. **Shift Differential:** Effective January 1, 2019, change night shift differential to 6.5% for hours worked between 6:00 pm and 6:00 am. (Art. 19.1)
8. **Severance Pay:** Sick leave requirements reduced by 2% for each full year of City service served under the non-represented benefit package. (Art. 22)
9. **Wages:** Sworn
Effective 8/1/2018 (closest pay period): 3.25% for all steps except A & B of Police Officer
Effective 8/1/2018 (closest pay period): Increase Step A & B of Police Officer by \$6,000.
Effective 7/1/2019 (closest pay period): 3.25% for steps A, B, 15-yr, & 20-yr. 3.85% for steps C, D, 7-yr, & 10-yr
Effective 7/1/2020 (closest pay period): 3.25%
Effective 11/1/20 (closest pay period): 1.25%

ECC Titles

Effective January 1, 2018 (or closest pay period):	1.5%
Effective July 1, 2018 (or closest pay period):	1.0%
Effective January 1, 2019 (or closest pay period):	1.5%
Effective April 1, 2019 (or closest pay period):	1.25%
Effective January 1, 2020 (or closest pay period):	2.75%

All titles

Effective 1/1/19 reduce 20 year step to 19 years.
Effective 1/1/20 reduce 19 year step to 18 years.

10. All other TAs are of a housekeeping nature.