

**City of St. Paul and Tri-Council
2023-2025 Contract Negotiations
Summary Agreement Sheet**

The following represents a summary of changes in the collective bargaining agreement between the City of Saint Paul and the Tri-Council.

Date of TA: **March 20, 2023**

Duration: **January 1, 2023 – December 31, 2025**

Wages: **Effective January 1, 2023 (closest payroll period): 1.5%**
 Effective July 1, 2023 (closest payroll period): 1.5%
 Effective January 1, 2024 (closest payroll period): 1.5%
 Effective July 1, 2024 (closest payroll period): 1.5%
 Effective January 1, 2025 (closest payroll period): 1.5%
 Effective July 1, 2025 (closest payroll period): 1.5%

Article 2 Maintenance of Standards

Modified Civil Service Rules 6 and 7

Article 9 Insurance

Implement rates from MOA from LMCHI for 2023-2025

Article 12 Vacation

Remove requirement that “Years of Service” credit must be done at time of appointment into bargaining unit

Article 20 Parental Leave

8 weeks of paid parental leave for all eligible Tri-Council Employees

Appendix A Wage Schedule, Premiums

Phased implementation of steps into salary schedule (1 year, 3 year and 6 year steps) over the life of the Contract

Established premiums for certain classifications that hold a valid certificate

MOA’s:

- Street Maintenance indirect hours
- Street Maintenance holiday pay
- Military Pay differential
- Operations and Laborer Trainee
- Forestry On-Call
- Dual Title HEO-Water
- Water Utility Trainee

Other items were non-substantive, housekeeping agreements.