

**SUMMARY AGREEMENT SHEET
SAINT PAUL SUPERVISORS ORGANIZATION**

Below is a summary of the changes made to the 2013-2015 Collective Bargaining Agreement between the City of St. Paul and the Saint Paul Supervisors Organization.

1. **Date of Tentative Agreement:** April 10, 2013 (revised 5/20/13)
2. **Duration:** 3 years (2013-2015)
3. **Wages:** Agreed to the following wage increases:
 - 2013 – 1.1% effective April 1 and 1% effective October 1*
 - 2014 – 2.25% effective April 1*
 - 2015 – 2.5% effective April 1*

*Note: City wage pattern with enhancements of 1.35% spread over the three years based on the language concession for promotional rights, bumping rights and shift differential.

4. **Vacation Article 14.6:** Added new language allowing for a discretionary “years of service” credit based upon prior work experience for new hires. Current employee will have until August 30, 2013 to request discretionary vacation years of service credit.
5. **Vacation Article 14:** Added new language to Article 14 to specify the vacation year as calendar year versus fiscal year.
6. **SENIORITY ARTICLE 6.3:** Removed language in Article 6.3 allowing citywide bumping during a reduction in the workforce in exchange for additional wage increase.
7. **SENIORITY ARTICLE 6.7:** Added new language in Article 6.7 eliminating promotional rights established by Civil Service Rules for classifications covered by this Collective Bargaining Agreement in exchange for additional wage increase.
8. **DISCIPLINE ARTICLE 8:** Added new language to Article 8.6 contract making oral reprimands exempt from grievance procedure and have a reckoning period of one year.
9. **INSURANCE ARTICLE 13** –Implemented terms of August, 2012 health insurance MOA.
10. **Other Language Changes:** Other language changes were of a housekeeping nature for clarification and cleanup.