

**City of St. Paul and Manual & Maintenance Supervisory Association  
2023 - 2025 Contract Summary**

**Date of TA:** May 5, 2023

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

**Wages:** Effective 1/1/2023 (or closest pay period): 1.5%  
Effective 7/1/2023 (or closest pay period): 1.5%  
Effective 1/1/2024 (or closest pay period): 1.5%  
Effective 7/1/2024 (or closest pay period): 1.5%  
Effective 1/1/2025 (or closest pay period): 1.5%  
Effective 7/1/2025 (or closest pay period): 1.5%

**Article 23 Wage Schedule**

Effective 1/1/2023 (or closest pay period):

- Move the 6 month step to the starting rate
- A one (1) year step will be added at 2.5% above the start step for all classifications.
- Ten (10) year step increased to 2.5% above the one (1) year step
- Twenty (20) year step increased to 2.5% above the ten (10) year step or created for those classifications that didn't have a twenty (20) year step.

Effective 1/1/2024 (or closest pay period):

- Creation of a five (5) year step at 2.5% above the one (1) year step for all classifications
- Ten (10) year step increased by 2.5% above the five (5) year step for all classifications
- Twenty (20) year step increased to 1.5% above the three (3) year step for all classifications.

Effective 1/1/2025 (or closest pay period):

- Creation of a fifteen (15) year step that will be 2.75% above the ten (10) year step for all classifications.
- Increase 20 year step by 2.75% above the fifteen (15) year step for all classifications.
- Increase the percentage between all steps from 2.5% to 2.75%

**Article 3 Maintenance of Standards**

Civil Service Rule 7, regarding the length of eligible lists shall not apply for classifications represented by the group.

**Article 10 Discipline**

Added language that written reprimands will not be used towards progressive discipline if no same or similar for four (4) years.

**Article 11 Overtime and Premiums**

1. Night differential: applies on accrued time for employees regularly assigned to the night shift
2. Rest Period Language: mandatory rest period language after 16+ consecutive hours of work

**Article 12 Uniforms**

Added language to increase uniforms by ATB each year of the contract

**Article 15 Insurance**

Implement rates from 2023-2025 LMCHI MOA

**Article 17 Severance**

Effective January 1, 2024 reduce number of years for eligibility and added two levels of payouts

**Article 18 Working out of Classification**

Reduced threshold from 16 days to 10 days

**Article 25 Terms of Agreement**

Added language that retroactive payments will only be made to active employees of the bargaining unit on the date of signing the agreement

**MOAs**

Renew all current MOAs: On-Call SPRWS Production and Distribution Divisions; SPRWS Competency Based Internal Testing Process, Forestry On-Call Schedule, Zookeeper and Parks Maintenance Supervisor Holiday Pay

New MOAs:

Pre-65 Retiree Health Insurance MOA

SPRWS and PW premium incentive pay MOA

Agreed to meet and confer regarding the On-Call Street Maintenance Pilot MOA

All other TAs are of housekeeping nature.