

**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.