City of St. Paul
Fire Supervisory Association
2023-2025 Contract Negotiations
Tentative Agreement Summary

Date of TA **January 20, 2023**

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

Wages **Effective July 1, 2023 (closest pay period): 3.5%**
Effective April 1, 2024 (closest pay period): 3.5%
Effective January 1, 2025 (closest pay period): 2.5%

Article 3 **Recognition –** (NEW) Equity Language Added.

Article 12 **Insurance**
Incorporate plan rates for 2023-2025 pursuant to LMCHI MOA.

Article 13 **Vacation/Holiday**
Added Juneteenth as an observed/paid holiday.
Added at 2.0 times pay for hours worked on holidays

Article 14 **Parental Leave**
Added 8 weeks of paid parental leave for eligible employees.

Article 15 **Sick Leave: Vacation Conversion**
Reduced eligibility criteria for sick leave conversion.

Article 16 **Severance**

a. Article 16.2
   Effective 1/1/2023 – increase threshold for eligibility and severance amounts.
b. Article 16.3
   Effective 1/1/2023 increase threshold for eligibility and severance amounts.

Article 20 **Drug and Alcohol Testing**
Added language to allow for follow up drug and alcohol testing of an employee that has completed treatment because of a positive test and remove illegal qualifier for drugs.

Article 25 **Bereavement**
Added Stepchild to approved members of the family.

Article 26 **EMT DIFFERENTIAL (NEW)**
Effective October 1, 2023 (or closest pay period) all employees in titles covered by this agreement and who hold an Emergency Medical Technician (EMT) certification shall be eligible for an EMT differential.

All other TAs are of a housekeeping nature.