

**Summary Agreement Sheet
City of St. Paul and Saint Paul Police Federation**

Below is a summary of the agreement reached between the parties:

1. **Date of TA:** December 22, 2023
2. **Duration:** 3 years (2024 - 2026)
3. **Purpose (Article 1):** Side letter sent to Council & Mayor that the Federation is establishing a 501(c)(3) to fund community engagement; recruiting; and officer wellness.
4. **Recognition (Article 3):** Lieutenant classification eliminated.
5. **Health Insurance (Article 16):** Agree to implement 2024 - 2025 health insurance contribution rates and add “me too” language for 2026. Post Employment Health Plan contribution rates increased to \$400 in 2024; \$450 in 2025; and \$500 in 2026.
6. **Premium Pay/Special Allowances (Article 18):** Remove pilot aspect of Mobile Field Force Premium and increase to \$140 biweekly effective January 1, 2025. SWAT also increased to \$140 biweekly effective January 1, 2025. Ordnance Disposal premium changed from an hourly amount to \$140 biweekly effective January 1, 2025.
7. **Severance (Article 22):** Housekeeping proposal to eliminate Article 22.4(2) and increase the amounts for severance payouts under Article 22.4 from \$30,000 to \$35,000 in 2024, \$40,000 in 2025, and \$45,000 in 2026.

8. **Wages (Article 23):**

Effective closest pay period

Sworn Titles:

| | |
|---|---------------|
| Effective April 1, 2024 (or closest pay period): | 1.5% increase |
| Effective July 1, 2024 (or closest pay period): | 3.5% increase |
| Effective January 1, 2025 (or closest pay period): | 1.5% increase |
| Effective July 1, 2025 (or closes pay period): | 3.5% increase |
| Effective January 1, 2026 (or closes pay period): | 3.0% increase |

Non-Sworn Titles:

| | |
|---|---------------|
| Effective April 1, 2024 (or closest pay period): | 1.5% increase |
| Effective July 1, 2024 (or closest pay period): | 1.5% increase |
| Effective January 1, 2025 (or closest pay period): | 1.5% increase |
| Effective July 1, 2025 (or closes pay period): | 1.5% increase |
| Effective January 1, 2026 (or closes pay period): | 3.0% increase |

Schedule changes (all titles)

Wages (Article 23) Continued:

Effective **January 1, 2024** (closest pay period) the entry step in the salary schedule is eliminated. Anyone in this step is moved to the current second step.

Effective **January 1, 2025** (closest pay period), the 17-yr step is collapsed to the 15-yr rate.

Effective **January 1, 2026**, the 15-yr step is reduced to 12 years.

Longevity (all titles)

Effective **January 1, 2025** (or closest pay period), employees who are in paid status shall be eligible to receive longevity incentive pay according to the following schedule in addition to other compensation payable under this agreement:

| <u>Completed Years of Service</u> | <u>Bi-weekly Amount</u> |
|-----------------------------------|-------------------------|
| 10 years | \$24 |
| 15 years | \$32 |
| 20 years | \$40 |

9. **Maternity Leave becomes Parental Leave (Article 26):** Paid Parental Leave language is added to the agreement.
10. MOA's: Retiree Health Insurance MOA is renewed and is modified to renew annually. Accelerated Entry MOA is renewed and modified to renew annually.
11. Agreed to Meet & Confer regarding contractual overtime.
12. Other changes are of a housekeeping nature.