Memorandum of Agreement
Between
The City of Saint Paul
And
The Sprinkler-Fitters Local #417
January 1, 2025 Wage and Fringe Adjustment

APPENDIX F

1. The basic hourly wage rate for temporary and employees appointed to the following classification shall be:

Fire Protective Systems Inspector: FOREMAN

Effective
** January 1, 2025
(or closest pay period)
$57.90*

* This rate includes the $1.00 taxable vacation contribution.
** Or closest payroll date.

Fire Protective Systems Inspector: JOURNEYMAN

Effective
** January 1, 2025
(or closest pay period)
$54.70*

* This rate includes the $1.00 taxable vacation contribution.
** Or closest payroll date.

2. The basic hourly wage rate for provisional, regular and probationary employees appointed to the following classification shall be:

Fire Protective Systems Inspector: FOREMAN

Effective
**January 1, 2025
(or closest pay period)
$53.86*

* This rate includes the $1.00 taxable vacation contribution.
** Or closest payroll date.

Fire Protective Systems Inspector: JOURNEYMAN

Effective
**January 1, 2025
(or closest pay period)
$50.88*

* This rate includes the $1.00 taxable vacation contribution.
** Or closest payroll date.

APPENDIX F (Continued)

Effective **January 1, 2025** (or closest payroll period), there will be an additional **$0.00** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

The basic hourly wage rate for provisional, regular, and probationary employees shall be determined by dividing the rate for temporary and appointed employees (outside rate) by 1.075. The current rate of employer contributions to the Public Employees Retirement Association (PERA) is 7.5% of the employee's basic hourly wage rate defined herein. The current rate of employee PERA contribution is 6.5% of the employee's basic hourly wage rate defined herein. The hourly dollar amount of the PERA contribution shall be determined by multiplying the employee's basic hourly wage rate amount by .075 for employer contributions and by .065 for employee contributions. These percentages may be changed by legislative amendments to the PERA statute. Employee contributions shall be deducted from employee wages, and employer contributions shall be paid to PERA on behalf of each eligible employee by the employer.

Effective **July 1, 2020**, all employees hired will be "Non-PERA."

APPENDIX G

Unless specifically noted, the contribution levels represent pre-tax amounts. Effective **January 1, 2025** (or closest payroll date), for employees working in the title of Fire Protective Systems Inspector, the Employer shall:

(1) contribute to a Health and Welfare Fund **$13.04 per hour for all hours worked.**

(2) contribute to Retired Employee Subsidy Account (RESA) $1.10 for all hours worked.
NOTE: (Health & Welfare & RESA are combined for Health & Welfare deduction of $14.14/hr.)

(3) contribute to the National Pension Fund **$7.40 per hour for all hours worked.**

(3) contribute to the Supplemental Pension Fund **$13.00 per hour for all hours worked.**

(4) contribute to the Education Fund **$0.92 per hour for all hours worked.**

(5) deduct and forward to the Vacation Fund **$1.00 per hour for all hours worked.**

(6) contribute to the International Training Fund **$0.10 per hour for all hours worked.**

(7) deduct and forward to the Dues Fund **four percent (4%) of the base wage for all hours worked.**

(8) deduct and forward to the UA Organizing Assessment **$0.10 per hour for all hours worked.**

All contributions and deductions made in accordance with this Appendix G shall be forwarded to the Union along with a detail of the contributions and deductions.

The Employer shall establish Worker's Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded the contributions and/or deductions.

WITNESSES:

CITY OF SAINT PAUL

Jason Schmidt
Jason Schmidt (Dec 11, 2024 09:14 CST)

Dec 11, 2024

Jason Schmidt — Date
Deputy Director of Human Resources

SPRINKLER-FITTERS
LOCAL 417

Trinidad J. Uribe III (Dec 11, 2024 10:13 EST)

Dec 11, 2024

Trinidad J. Uribe — Date
Business Manager