

Background on Agenda Item #11- Resolution 25-466 (Noecker)

April 16, 2025

Agenda Item Description

Approving the Memorandums of Agreement between the City of Saint Paul and AFSCME Clerical, Local 2508; AFSCME Technical, Local 1842 and the Professional Employees Association, Inc. creating a pilot program for the purpose of establishing an equitable language compensation premium for the Saint Paul Public Libraries.

Summary

The Equitable Language Premium MOA was negotiated by the Labor Relations, Library Administration, AFSCME Clerical, AFSCME Technical and PEA (Professional Employees Association).

The three Unions that will participate in the MOAs make up most of the front-line staff that manage our libraries throughout the City of Saint Paul. Throughout their day-to-day work, they provide customer service to our residents in many languages. While some people will communicate in English, many of our residents speak a different language and need a staff member that can speak their language. The equitable language premium benefit recognizes and compensates staff members who provide customer services that is part of the essential functions of their position in a language other than English, which supports SPPL's ability to provide a more inclusive, welcoming, and equitable library experience for patrons

The MOA will provide a premium in two formats; one for classifications that spend most of their time communicating in a language other than English, with a premium added to their hourly wage paid on all hours worked. The other format for a premium will be paid on an ad hoc (as it is used) basis. Employees will be responsible for documenting when they use their language skill, and the premium will be applied based on hours worked using the language. All employees that provide these skills will be required to take a language proficiency test to verify their fluency. Other Library systems in the metropolitan area provide this premium for their employees and this service for their residents.

*Summary Prepared by City of Saint Paul, TERP Labor Relations Staff
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