# City of Saint Paul
## Classified Confidential Employees Association (CCEA)
## BU 81 (Clerical) / BU 82 (Technical) / BU 83 (Professional)
## 2026-2028 Contract Negotiations
## Summary Agreement

**Date of TA:** June 23, 2026

**Duration:** January 1, 2026 – December 31, 2028

**Wages:**

**Effective April 1, 2026 (or closest pay period): 3.0%**
**Effective January 1, 2027 (or closest pay period): 3.0%**
**Effective January 1, 2028 (or closest pay period): 3.5%**

**Article 1 Recognition**
Remove EDP Programmer and EDP Programmer Trainee classifications; add Human Resources Consultant IV
Add classification change procedures for abolished/newly established titles

**Article 3 Hours of Work and Compensation**
Clarify call-in pay guarantees apply only to FLSA non-exempt employees

**Article 5 Holidays**
Effective **January 1, 2027**, add one (1) floating holiday

**Article 6 Employee Rights / Grievance Procedure**
Extend Step 1 filing deadline from 14 workdays to 20 calendar days
Require written grievances to cite the specific contract provision violated
Exclude exercise of management rights (Article 17) from the grievance procedure

**Article 9 Vacation**
Effective **January 1, 2027**, add one day at top-tier accrual (max increases to 29 days)
Effective **January 1, 2027**, increase maximum carryover from 120 to 160 hours

**Article 14 Wages - Longevity Pay**
Increase longevity pay rates effective **January 1, 2027**

**Article 16 Leaves of Absence**
Clarify holiday pay during Paid Parental Leave does not extend the leave

**Article 19 Discipline**
Exclude written reprimands from Step 4 arbitration; Step 3 response is final and binding

**Article 22 Severance Pay**
Replace tiered table with formula-based calculation (1/4 hourly rate per accrued sick hour, $20,000 max), effective **12/31/2026**
Confirm 90-day payout period and remove conflicting February payment language

**Article 24 Sick Leave**
Align sick leave with Minnesota Earned Sick and Safe Time (ESST) rules
Replace the term "funeral" with bereavement; update eligible relationships to reference Minn. Stat. § 181.9445

**Article 26 Deferred Compensation**
Effective **January 1, 2027**: Increase Employer match to $1,100
Effective **January 1, 2028**: Increase Employer match to $1,200
(2026 remains $900)

**Article 27 Safety**
Allow the Employer to require remote work in lieu of sending employees home during a non-weather facility closure

**Appendix B Performance-Based Compensation Plan**
Maintain current compensation tiers (1%, 2%, or 3%) for top-step employees
Add procedural standards for goal-setting and performance evaluation timelines
Default to "Met" rating if the Employer fails to administer the evaluation process

Other changes were of a housekeeping nature.