City of St. Paul and Manual and Maintenance Supervisors Association
2026-2028 Contract Negotiations
Summary Agreement Sheet

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and MMSA.

Date of TA: May 20, 2026

Duration: January 1, 2026 – December 31, 2028

Wages:
Effective **June 1, 2026** (closest payroll period): 3%
Effective **January 1, 2027** (closest payroll period): 3%
Effective **January 1, 2028** (closest payroll period): 3.5%

Article 11 Overtime and Premiums
Add to 11.9 "Managers are also encouraged to consider rest time for safety reasons in other circumstances."

Article 12 Uniforms
Increase water uniform allowance to $400 annually in 2027 with auto increases beginning in 2028
Incorporate Senior Zookeeper footwear allowance from MOA to body of CBA ($175/year)
Increase 12.4 Zoo uniform allowance by $100/year annually beginning in 2027

Article 13 Vacation
Add years of service language to include previous relevant employment for vacation rate AND
Allow for one-time service review request for current employees
Increase carryover from 120 to 160 hours beginning in 2027 for carryover to 2028

Article 14 Holidays
Add 1 annual paid floating holiday (no carryover) beginning 1/1/27

Article 15 Insurance
Add 2026-2027 LMCHI MOA Rates to CBA
Add language for 2028 LMCHI negotiations

Article 17 Severance
Reduce years of eligibility from 18 to 17 effective 8/1/26

Article 18 Working Out of Classification
Specify that WOC is assigned by supervisor
Clarify that days are per calendar year and may be non-consecutive as is current practice

Article 19 Leave
Increase Paid Parental Leave from 4 to 8 weeks effective 1/1/27
Add 1 paid bereavement day per year (no carryover) beginning 1/1/27

Article 22 Deferred Compensation
Reduce eligibility requirement from 5 years to 1 year City employment
Change matching contributions as follows beginning 1/1/27:

1-year step (new) $375
5-year step to $700/year (now $375)
10-year step to $1,075/year (now $925)
20-year step to $1,275/year (now $1,075)
30-year step to $1,500/year (now $1,275)

MOAs:
Add LMCHI Health Insurance MOA to end of CBA
Add License differential MOA to the end of CBA with following changes:

- Make NIMS license benefit for all supervisors
- Add "Training coordinator-SPRWS" title

Move zoo footwear MOA to body of CBA
Re-sign Retiree Health Insurance MOA
Re-Sign Water CSR Testing MOA
Re-Sign Zookeeper/Parks Holiday MOA
Re-sign On-Call MOAs with the following changes:

Sewers:

- Increase Holidays to 1.5x for 5 hours (Currently 3/4/4)

Water:

- Increase Weekdays to 1.5x for 3 hours/Weekends to 1.5x for 4 hours/Holidays to 1.5x for 4 hours (Currently 1/2/3)
- Add Summer (to make it apply all year round)

Forestry:

- Increase Weekdays to 1.5x for 3 hours/Weekends to 1.5x for 4 hours/Holidays to 1.5x for 4 hours (Currently 1/2/3)

Street Maintenance:

- Increase Weekdays to 1.5x for 3 hours/Weekends to 1.5x for 4 hours/Holidays to 1.5x for 4 hours (Currently 2/2/3)
- Add Superintendent and Sup I (after probation).
- The length of MOU is as long as the pilot program exists plus 6 months or the end of the next Contract (whichever comes first).

Other items were non-substantive, housekeeping agreements.