

**Summary Agreement Sheet  
City of St. Paul and IAFF Local 21**

Below is a summary of the tentative agreements reached between the parties:

1. **Date of TA:** May 30, 2018
2. **Duration:** 3 years (2018-2020)
3. **Definitions (Art. 2, also Art. 6 & Art. 10 – from Oct. 2016 settlement):** (2.7) Tour of Duty for 40-hour employees subject to overtime based on FLSA. (2.8) Seniority based on titles represented by the union. (6.4) Union must pursue arbitration within 30 days. (10.1) Union recognizes management right to select employees.
4. **Seniority (Art. 10.6(9)):** Squad FEO becomes appointed position. One Firefighter position not subject to 5-year limit. Squad 3 may be staffed with four personnel.
5. **Overtime (Art. 11):** Voluntary overtime shifts paid for work being performed, not employee title – special events excluded (ie: State Fair, Xcel, etc)
6. **Health Insurance (Art. 14):** Agree to implement terms of August 2017 MOA on health insurance rates. Art. 14.4 - Eliminate mandatory selection of single health insurance.
7. **Holidays (Art. 16):** Effective 1/1/19 elimination of major/minor holiday distinction.
8. **Sick Leave (Art. 19.3):** Adjust language to comply with State law.
9. **Severance (Art. 26):** Effective 1/1/20 increase minimum hours for severance eligibility to 800. Increase maximum pay by \$5,000 at each year level.
10. **Premium Pay (Art. 31):** Effective 1/1/19, increase premium pay for Paramedic by 1% at each year level. Effective 1/1/19 increase EMTA by 1%.
11. **Bereavement Leave (Art. 35):** Add grandparent and grandchild.
12. **Fitness for Duty (Art. 36):** Add Physical evaluations to the process.
13. **Wages (Appendix A):**

All titles (except Firefighter Step 1)

Effective January 1, 2018 (or closest pay period):	1.5%
Effective July 1, 2018 (or closest pay period):	1.0%
Effective January 1, 2019 (or closest pay period):	1.5%

Effective August 1, 2019 (or closest pay period): 1.75%

Effective April 1, 2020 (or closest pay period): 3.25%

Firefighter Step 1 increased by \$2,000 annually effective 7/1/18, 8/1/19, 4/1/20

14. All other TAs are of a housekeeping nature.