

**Summary Agreement Sheet
City of St. Paul and IAFF Local 3939**

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

1. **Date of TA:** July 31, 2018
2. **Duration:** 3 years (2018-2020)
3. **Recognition (Art. 3):** Eliminate the following titles: Chief Fire Investigator, Emergency Medical Services Chief, Emergency Preparedness Coordinator.
4. **Grievance Procedures (Art. 6):** If an arbitrator is not selected within 21 days, the party not responsible for the delay may select an arbitrator from the list.
5. **Uniform Allowance (Art. 8):** Include actual amounts in the contract.
6. **Seniority (Art. 10):** Extend recall rights to three years.
7. **Insurance (Art. 12):** Agree to implement terms of the August 2017 MOA on health insurance rates. Definition of full time for health insurance adjusted to 30 hours per week. Elimination of mandatory single health insurance selection. Elimination of monthly payment for those who waive single but have other City coverage. Elimination of \$100/mth RHI payment for those hired after 12/31/07 – replace with PEHP contribution of \$375/year.
8. **Vacation/Holiday (Art. 13):** Effective 1/1/20, eliminate PEHP contribution for accrued but unused vacation at the time of retirement. Effective 1/1/19 eliminate the major/minor holiday distinction.
9. **Sick Leave (Art. 15):** Eliminate language regarding meet and confer.
10. **Severance (Art. 16):** Create tiered severance levels at same rates as Local 21. Add language regarding severance requirements for Non-Represented personnel who return to the bargaining unit.
11. **Discipline (Art. 22):** Add “Termination” to list of discipline forms.
12. **Bereavement (New):** Add language allowing use of paid bereavement, mirrors language already in Local 21 contract.
13. **Appendix A (Wages):** Increase wages as follows:

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 April 1, 2019 (or closest pay period):	1.25%
Effective January 1, 2020 (or closest pay period):	2.75%
14. All other TAs are of a housekeeping nature.
15. Notice Given: Hourly rates calculated on Infor