

**City of St. Paul
Fire Supervisory Association
2023-2025 Contract Negotiations
Tentative Agreement Summary**

Date of TA	January 20, 2023
Duration	January 1, 2023 – December 31, 2025
Wages	Effective July 1, 2023 (closest pay period): 3.5% Effective April 1, 2024 (closest pay period): 3.5% Effective January 1, 2025 (closest pay period): 2.5%
Article 3	Recognition – (NEW) Equity Language Added.
Article 12	Insurance Incorporate plan rates for 2023-2025 pursuant to LMCHI MOA.
Article 13	Vacation/Holiday Added Juneteenth as an observed/paid holiday. Added at 2.0 times pay for hours worked on holidays
Article 14	Parental Leave Added 8 weeks of paid parental leave for eligible employees.
Article 15	Sick Leave: Vacation Conversion Reduced eligibility criteria for sick leave conversion.
Article 16	Severance a. <u>Article 16.2</u> Effective 1/1/2023 – increase threshold for eligibility and severance amounts. b. <u>Article 16.3</u> Effective 1/1/2023 increase threshold for eligibility and severance amounts.
Article 20	Drug and Alcohol Testing Added language to allow for follow up drug and alcohol testing of an employee that has completed treatment because of a positive test and remove illegal qualifier for drugs.
Article 25	Bereavement Added Stepchild to approved members of the family.
Article 26	EMT DIFFERENTIAL (NEW) Effective October 1, 2023 (or closest pay period) all employees in titles covered by this agreement and who hold an Emergency Medical Technician (EMT) certification shall be eligible for an EMT differential.

All other TAs are of a housekeeping nature.