

**Professional Employees Association and City of St Paul  
2026-2028 Contract Negotiations  
Tentative Agreement Summary**

**Date of TA:** May 22, 2026

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

**Wages:** Effective 4/1/2026 (or closest pay period): 3.0%  
Effective 1/1/2027 (or closest pay period): 3.0%  
Effective 1/1/2028 (or closest pay period): 3.5%

**Article 6 Hours of Work**

Add 30-day notice requirement for ending a remote work arrangement

**Article 7 Wages - Longevity Pay**

Update rates and remove escalator clause

**Article 9 Holiday**

Effective January 1, 2027, add one (1) floating holiday

**Article 10 Sick leave**

Replace the term “funeral” with bereavement

**Article 11 Leave of Absence**

Remove 320 hours from PPL article

Provide clarification that holiday pay does not extend the paid parental leave

**Article 12 Insurance**

Implement rates from 2026-2027 LMCHI agreement.

Add language that the LMCHI rates will be implemented once negotiated in 2028

**Article 17 Safety**

Increase Safety Shoes and boots allowance

Provide annual allowance for uniforms for Parks and Recreation employees

**Article 19 Grievance Procedure**

Add timeline to schedule a pending arbitration

**Article 24 Deferred Compensation**

Increase Employer match per year for all employees

**MOAs:**

Renew Library Language Differential MOA

Performance Pay Library Audit MOA

Other changes were of a housekeeping nature.