

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CTIY OF SAINT PAUL
AND
SPRINKLER FITTERS LOCAL UNION NO.417**

This Memorandum of Agreement (hereinafter “MOA”) is entered into by the City of Saint Paul (hereinafter “City”) and Sprinkler Fitters Local Union No. 417 (hereinafter “the Union”) in order to provide a clarification to the Plumbers and Sprinkler Fitters collective bargaining agreement relating to Appendix F, total hourly cost to the Employer for wages, which include any contributions and deductions for the Fire Protective Systems Inspector Classification.

The parties agree:

1. In the 2024-2027 Sprinkler Fitter collective bargaining agreement Appendix F doesn't reflect the two available rates of pay for Sprinkler Fitters from their outside settlement, which was the rate agreed upon by both parties during negotiations.
2. The language shall be updated as follows:

The basic hourly wage rate for temporary and employees appointed to the following classification shall be:

FIRE PROTECTIVE SYSTEMS INSPECTOR: **JOURNEYMAN RATE**

Effective	Effective	Effective	Effective	Effective	Effective
**06/01/2024	**01/01/2025	**06/01/2025	**01/01/2026	**06/01/2026	**01/01/2027
(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)
\$55.31*	TBD*	TBD*	TBD*	TBD*	TBD*

* This rate includes the \$1.00 taxable vacation contribution.

** Or closest payroll date.

The basic hourly wage rate for provisional, regular and probationary employees appointed to the following classification shall be:

FIRE PROTECTIVE SYSTEMS INSPECTOR: **JOURNEYMAN RATE**

Effective	Effective	Effective	Effective	Effective	Effective
**06/01/2024	**01/01/2025	**06/01/2025	**01/01/2026	**06/01/2026	**01/01/2027
(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)
\$51.45*	TBD*	TBD*	TBD*	TBD*	TBD*

* This rate includes the \$1.00 taxable vacation contribution.

** Or closest payroll date.

Memorandum of Agreement-
Clarification of Pay Rates

The basic hourly wage rate for temporary and employees appointed to the following classification shall be:

FIRE PROTECTIVE SYSTEMS INSPECTOR: FOREMAN RATE

Effective	Effective	Effective	Effective	Effective	Effective
**06/01/2024	**01/01/2025	**06/01/2025	**01/01/2026	**06/01/2026	**01/01/2027
(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)
\$58.51*	TBD*	TBD*	TBD*	TBD*	TBD*

* This rate includes the \$1.00 taxable vacation contribution.

** Or closest payroll date.

The basic hourly wage rate for provisional, regular, and probationary employees appointed to the following classification shall be:

FIRE PROTECTIVE SYSTEMS INSPECTOR: FOREMAN RATE

Effective	Effective	Effective	Effective	Effective	Effective
**06/01/2024	**01/01/2025	**06/01/2025	**01/01/2026	**06/01/2026	**01/01/2027
(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)
\$54.43*	TBD*	TBD*	TBD*	TBD*	TBD*

* This rate includes the \$1.00 taxable vacation contribution.

** Or closest payroll date.

- Effective **June 1, 2024** (or closest payroll period), there will be an additional **\$4.60** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.
- Effective **January 1, 2025** (or closest payroll period), there will be an additional **\$0.00** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.
- Effective **June 1, 2025** (or closest payroll period), there will be an additional **\$4.50** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.
- Effective **January 1, 2026** (or closest payroll period), there will be an additional **\$0.00** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.
- Effective **June 1, 2026** (or closest payroll period), there will be an additional **\$4.40** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

Memorandum of Agreement-
Clarification of Pay Rates

- Effective **January 1, 2027** (or closest payroll period), there will be an additional **\$0.00** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

The basic hourly wage rate for provisional, regular, and probationary employees shall be determined by dividing the rate for temporary and appointed employees (outside rate) by 1.075. The current rate of employer contributions to the Public Employees Retirement Association (PERA) is 7.5% of the employee's basic hourly wage rate defined herein. The current rate of employee PERA contribution is 6.5% of the employee's basic hourly wage rate defined herein. The hourly dollar amount of the PERA contribution shall be determined by multiplying the employee's basic hourly wage rate amount by .075 for employer contributions and by .065 for employee contributions. These percentages may be changed by legislative amendments to the PERA statute. Employee contributions shall be deducted from employee wages, and employer contributions shall be paid to PERA on behalf of each eligible employee by the employer.

Effective **July 1, 2020**, all employees hired will be "**Non-PERA.**"

3. Appendix F, which memorializes the salary schedule as noted in # 2 above, is incorporated into this MOA and supersedes Appendix F in the collective bargaining agreement.
4. This MOA shall run concurrently with the 2024-2027 collective bargaining agreement.

FOR THE CITY:

Jason Schmidt
Jason Schmidt (Oct 30, 2024 16:41 CDT) Oct 30, 2024
Date
Jason Schmidt
Labor Relations Manager

FOR THE UNION:

Trinidad Uribe III
Trinidad Uribe III (Oct 30, 2024 15:44 CDT) Oct 30, 2024
Date
Trinidad Uribe III
Business Representative