

**City of Saint Paul and Saint Paul Supervisors Organization (SPSO)  
2026-2028 Contract Negotiations  
Summary Agreement Sheet**

**Date of Tentative Agreement:** March 24, 2026

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

**Wages:**

|      |      |                     |
|------|------|---------------------|
| 2026 | 3.0% | Effective April 1   |
| 2027 | 3.0% | Effective January 1 |
| 2028 | 3.5% | Effective January 1 |

**Article 11.6 – Performance Zone**

Updated evaluation criteria to begin on January 1, 2027, for anniversary dates beginning January 1, 2028.

Employer will pay all performance pay eligible employees in 2025 a sum of \$500.00, and 2026 a sum of \$250.00 regardless of level of participation or outcome (percentage awarded) in the performance goals evaluation process.

**Article 17.7 Bereavement Leave**

One day of bereavement leave added effective January 1, 2027.

**Article 20 – Post-Employment Health Savings Account**

Increase contribution [currently \$1200] under Section 20.1 as follows:

|      |         |
|------|---------|
| 2026 | \$1,250 |
| 2027 | \$1,300 |
| 2028 | \$1,350 |

**Article 11.4 – Longevity**

Effective January 1, 2026 increase longevity as follows:

| Completed Years of Service | Bi-weekly Amount |
|----------------------------|------------------|
| 10 years                   | \$10. <u>25</u>  |
| 15 years                   | \$20. <u>50</u>  |
| 20 years                   | \$30. <u>75</u>  |

Effective January 1, 2027 increase longevity as follows:

| Completed Years of Service | Bi-weekly Amount |
|----------------------------|------------------|
| 10 years                   | \$25             |
| 15 years                   | \$40             |
| 20 years                   | \$60             |

**Section 16.8 – Severance**

Increase severance for 2027 amended as follows:

| <u>Unused Hours of Sick Leave</u> | <u>Severance</u>                  |
|-----------------------------------|-----------------------------------|
| <u>1,000 - 1,299</u>              | <del>\$12,500</del> <u>15,000</u> |
| <u>1,300 - 1,499</u>              | <del>\$15,000</del> <u>17,500</u> |
| <u>1,500 or more</u>              | <del>\$17,000</del> <u>20,000</u> |

**Article 17 Sick Leave**

Clarified sick leave use eligibility reasons for consistency with state and federal statutes.

**Article 13 Insurance**

Language of Article 13 is amended to reflect Labor-Management Committee on Health Insurance (LMCHI) agreement for each year of the CBA.

**Section 14.1 – Vacation Accrual**

The vacation accrual schedule is amended as follows:

| <b>Years of Service</b>   | <b>Vacation Granted</b> |
|---------------------------|-------------------------|
| Less than 5 years         | 17 days                 |
| After 5 years thru year 7 | 20 days                 |
| After 7 thru year 15      | 24 days                 |
| After 15 thru year 19     | 27 days                 |
| After 19                  | 28 <del>9</del> days    |

**Housekeeping:**

To distinguish between performance pay change 5.4 to “Recognition Pay.”  
Eliminate obsolete job titles.

**Renew MOAs:**

- Early Retiree Opt Out of City Insurance Plan
- Attorney License MOA
- CAO – Deputy City/Supervising Attorney
- Paid Parental Leave

**Other items were non-substantive agreements.**