

**City of St. Paul and IAFF Local 21
2023-2025 Contract Negotiations
Summary Agreement**

Date of TA: November 5, 2023

Duration: January 1, 2023- December 31, 2025

Wages: Effective **January 1, 2023** (or closest pay period): 1.5%
 Effective **July 1, 2023** (or closest pay period): 2.0%
 Effective **January 1, 2024** (or closest pay period): 2.0%
 Effective **July 1, 2024** (or closest pay period): 2.0%
 Effective **January 1, 2025** (or closest pay period): 2.0%
 Effective **July 1, 2025** (or closest pay period): 1.5%

Article 9 Working out of Classification

If an employee is working out of classification in two separate titles in one shift; they will be paid at the higher of the two rates for the entire shift.

Article 14 Insurance

Implement rates from 2023-2025 LMCHI agreement

Article 16 Vacation

- a. Eliminate prohibition on applying additional vacation credit
- b. Added 2.0 times pay for OT hours worked on holidays

Article 19 Sick Leave and Parental Leave

Provide 8 weeks of paid parental leave for eligible employees

Article 24 Uniform Allowance

Update uniform allowance by negotiated across-the-board increases for each year of the contract

Article 26 Severance Pay

Effective 1/1/23 increase threshold for eligibility and severance amounts

Article 32 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.

All other changes were of a housekeeping nature.