

**City of St. Paul and Tri-Council  
2023-2025 Contract Negotiations  
Summary Agreement Sheet**

The following represents a summary of changes in the collective bargaining agreement between the City of Saint Paul and the Tri-Council.

**Date of TA:** March 20, 2023

**Duration:** January 1, 2023 – December 31, 2025

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

**Article 2 Maintenance of Standards**

Modified Civil Service Rules 6 and 7

**Article 9 Insurance**

Implement rates from MOA from LMCHI for 2023-2025

**Article 12 Vacation**

Remove requirement that “Years of Service” credit must be done at time of appointment into bargaining unit

**Article 20 Parental Leave**

8 weeks of paid parental leave for all eligible Tri-Council Employees

**Appendix A Wage Schedule, Premiums**

Phased implementation of steps into salary schedule (1 year, 3 year and 6 year steps) over the life of the Contract  
Established premiums for certain classifications that hold a valid certificate

**MOA’s:**

- Street Maintenance indirect hours
- Street Maintenance holiday pay
- Military Pay differential
- Operations and Laborer Trainee
- Forestry On-Call
- Dual Title HEO-Water
- Water Utility Trainee

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