

Employee Group 01 AFSCME-Clerical

Effective Date: April 5, 2014

Issued Date: 01/17/2015

Job Code & Description	Grade	Step	Hourly Rate
	001	1: Start	10.68
	001	2: 1 year (2080)	11.35
	001	3: 2 year (4160)	11.79
	001	4: 3 year (6240)	12.14
	001	5: 5 year (10,400)	12.51
	001	6: 10 year (20,800)	12.79
	001	7: 15 year (31,200)	13.22
	001	8: 20 year (41,600)	13.73
	002	1: Start	10.91
	002	2: 1 year (2080)	11.60
	002	3: 2 year (4160)	11.94
	002	4: 3 year (6240)	12.36
	002	5: 5 year (10,400)	12.76
	002	6: 10 year (20,800)	13.01
	002	7: 15 year (31,200)	13.53
	002	8: 20 year (41,600)	14.03
950010 LIBRARY AIDE	003	1: Start	11.11
	003	2: 1 year (2080)	11.82
	003	3: 2 year (4160)	12.21
	003	4: 3 year (6240)	12.64
	003	5: 5 year (10,400)	13.01
	003	6: 10 year (20,800)	13.33
	003	7: 15 year (31,200)	13.79
	003	8: 20 year (41,600)	14.29
	004	1: Start	11.28
	004	2: 1 year (2080)	12.00
	004	3: 2 year (4160)	12.44
	004	4: 3 year (6240)	12.86
	004	5: 5 year (10,400)	13.33
	004	6: 10 year (20,800)	13.58
	004	7: 15 year (31,200)	14.08
	004	8: 20 year (41,600)	14.58
910010 REFECTORY ATTENDANT 910101 ZOO AND CONSERVATORY ATTENDANT (BOTH EARN BENEFITS AFTER 1040 HOURS IN TITLE)	04U	1: Start	12.01

	005	1: Start	11.48
	005	2: 1 year (2080)	12.27
	005	3: 2 year (4160)	12.73
	005	4: 3 year (6240)	13.15
	005	5: 5 year (10,400)	13.55
	005	6: 10 year (20,800)	13.85
	005	7: 15 year (31,200)	14.30
	005	8: 20 year (41,600)	14.80
	006	1: Start	11.72
	006	2: 1 year (2080)	12.51
	006	3: 2 year (4160)	12.91
	006	4: 3 year (6240)	13.37
	006	5: 5 year (10,400)	13.85
	006	6: 10 year (20,800)	14.09
	006	7: 15 year (31,200)	14.61
	006	8: 20 year (41,600)	15.11
	06U	1: Start	11.66
	06U	2: 1 year (2080)	12.50
	06U	3: 2 year (4160)	12.90
	06U	4: 3 year (6240)	13.37
200100 CLERICAL TRAINEE 810900 MAINTENANCE TRAINEE	007	1: Start	11.94
	007	2: 1 year (2080)	12.76
	007	3: 2 year (4160)	13.21
	007	4: 3 year (6240)	13.67
	007	5: 5 year (10,400)	14.19
	007	6: 10 year (20,800)	14.46
	007	7: 15 year (31,200)	15.00
	007	8: 20 year (41,600)	15.50
110000 MANAGEMENT TRAINEE 220000 TECHNICAL TRAINEE	008	1: Start	12.21
	008	2: 1 year (2080)	13.01
	008	3: 2 year (4160)	13.47
	008	4: 3 year (6240)	13.99
	008	5: 5 year (10,400)	14.46
	008	6: 10 year (20,800)	14.78
	008	7: 15 year (31,200)	15.32
	008	8: 20 year (41,600)	15.82

	009	1: Start	12.44
	009	2: 1 year (2080)	13.33
	009	3: 2 year (4160)	13.77
	009	4: 3 year (6240)	14.29
	009	5: 5 year (10,400)	14.78
	009	6: 10 year (20,800)	15.10
	009	7: 15 year (31,200)	15.69
	009	8: 20 year (41,600)	16.19
811001 SERVICE WORKER	010	1: Start	12.73
	010	2: 1 year (2080)	13.55
	010	3: 2 year (4160)	14.04
	010	4: 3 year (6240)	14.49
	010	5: 5 year (10,400)	15.03
	010	6: 10 year (20,800)	15.44
	010	7: 15 year (31,200)	16.06
	010	8: 20 year (41,600)	16.56
	011	1: Start	12.91
	011	2: 1 year (2080)	13.85
	011	3: 2 year (4160)	14.32
	011	4: 3 year (6240)	14.84
	011	5: 5 year (10,400)	15.44
	011	6: 10 year (20,800)	15.82
	011	7: 15 year (31,200)	16.41
	011	8: 20 year (41,600)	16.91
950011 LIBRARY CUSTOMER SERVICE ASSISTANT I 200110 OFFICE ASSISTANT I	012	1: Start	13.21
	012	2: 1 year (2080)	14.19
	012	3: 2 year (4160)	14.69
	012	4: 3 year (6240)	15.22
	012	5: 5 year (10,400)	15.82
	012	6: 10 year (20,800)	16.17
	012	7: 15 year (31,200)	16.82
	012	8: 20 year (41,600)	17.32

210000 DUPLICATING EQUIPMENT OPERATOR TRAINEE	013	1: Start	13.47
	013	2: 1 year (2080)	14.46
	013	3: 2 year (4160)	14.98
	013	4: 3 year (6240)	15.57
	013	5: 5 year (10,400)	16.24
	013	6: 10 year (20,800)	16.59
	013	7: 15 year (31,200)	17.34
	013	8: 20 year (41,600)	17.84
	014	1: Start	13.77
	014	2: 1 year (2080)	14.78
	014	3: 2 year (4160)	15.35
	014	4: 3 year (6240)	15.91
	014	5: 5 year (10,400)	16.57
	014	6: 10 year (20,800)	17.06
	014	7: 15 year (31,200)	17.72
	014	8: 20 year (41,600)	18.22
	015	1: Start	14.04
	015	2: 1 year (2080)	15.03
	015	3: 2 year (4160)	15.66
	015	4: 3 year (6240)	16.29
	015	5: 5 year (10,400)	17.06
	015	6: 10 year (20,800)	17.46
	015	7: 15 year (31,200)	18.17
	015	8: 20 year (41,600)	18.68
	016	1: Start	14.36
	016	2: 1 year (2080)	15.46
	016	3: 2 year (4160)	16.06
	016	4: 3 year (6240)	16.75
	016	5: 5 year (10,400)	17.46
	016	6: 10 year (20,800)	17.91
	016	7: 15 year (31,200)	18.69
	016	8: 20 year (41,600)	19.19

630001 PARKING ENFORCEMENT OFFICER	017	1: Start	14.69
	017	2: 1 year (2080)	15.82
	017	3: 2 year (4160)	16.44
	017	4: 3 year (6240)	17.16
	017	5: 5 year (10,400)	17.93
	017	6: 10 year (20,800)	18.45
	017	7: 15 year (31,200)	19.19
	017	8: 20 year (41,600)	19.69
950012 LIBRARY CUSTOMER SERVICE ASSISTANT II 200111 OFFICE ASSISTANT II	018	1: Start	14.98
	018	2: 1 year (2080)	16.24
	018	3: 2 year (4160)	16.91
	018	4: 3 year (6240)	17.61
	018	5: 5 year (10,400)	18.42
	018	6: 10 year (20,800)	18.89
	018	7: 15 year (31,200)	19.69
	018	8: 20 year (41,600)	20.19
220110 ACCOUNTING CLERK I	019	1: Start	15.35
	019	2: 1 year (2080)	16.57
	019	3: 2 year (4160)	17.32
	019	4: 3 year (6240)	18.08
	019	5: 5 year (10,400)	18.89
	019	6: 10 year (20,800)	19.40
	019	7: 15 year (31,200)	20.18
	019	8: 20 year (41,600)	20.68
	020	1: Start	15.68
	020	2: 1 year (2080)	17.08
	020	3: 2 year (4160)	17.81
	020	4: 3 year (6240)	18.59
	020	5: 5 year (10,400)	19.41
	020	6: 10 year (20,800)	19.94
	020	7: 15 year (31,200)	20.78
	020	8: 20 year (41,600)	21.28

910201 GOLF PROGRAM OUTREACH COORDINATOR 910020 REFECTORY SUPERVISOR	021	1: Start	16.06
	021	2: 1 year (2080)	17.46
	021	3: 2 year (4160)	18.22
	021	4: 3 year (6240)	19.06
	021	5: 5 year (10,400)	19.89
	021	6: 10 year (20,800)	20.43
	021	7: 15 year (31,200)	21.30
	021	8: 20 year (41,600)	21.80
230101 PROPERTY CLERK 230020 STORES ASSISTANT	022	1: Start	16.44
	022	2: 1 year (2080)	17.93
	022	3: 2 year (4160)	18.81
	022	4: 3 year (6240)	19.63
	022	5: 5 year (10,400)	20.49
	022	6: 10 year (20,800)	21.06
	022	7: 15 year (31,200)	21.95
	022	8: 20 year (41,600)	22.45
	22P	1: Start	16.93
	22P	2: 1 year (2080)	18.47
	22P	3: 2 year (4160)	19.24
	22P	4: 3 year (6240)	20.14
	22P	5: 5 year (10,400)	21.26
	22P	6: 10 year (20,800)	22.14
	22P	7: 15 year (31,200)	23.62
	22P	8: 20 year (41,600)	24.01
	023	1: Start	16.91
	023	2: 1 year (2080)	18.42
	023	3: 2 year (4160)	19.22
	023	4: 3 year (6240)	20.10
	023	5: 5 year (10,400)	20.94
	023	6: 10 year (20,800)	21.53
	023	7: 15 year (31,200)	22.41
	023	8: 20 year (41,600)	22.91

220111 ACCOUNTING CLERK II 950013 LIBRARY CUSTOMER SERVICE ASSISTANT III 220210 METER READER 200112 OFFICE ASSISTANT III	024	1: Start	17.36
	024	2: 1 year (2080)	18.90
	024	3: 2 year (4160)	19.77
	024	4: 3 year (6240)	20.69
	024	5: 5 year (10,400)	21.57
	024	6: 10 year (20,800)	22.18
	024	7: 15 year (31,200)	23.11
	024	8: 20 year (41,600)	23.61
220510 CUSTOMER SERVICE REPRESENTATIVE 210010 DUPLICATING EQUIPMENT OPERATOR	025	1: Start	17.79
	025	2: 1 year (2080)	19.40
	025	3: 2 year (4160)	20.24
	025	4: 3 year (6240)	21.10
	025	5: 5 year (10,400)	22.04
	025	6: 10 year (20,800)	22.67
	025	7: 15 year (31,200)	23.62
	025	8: 20 year (41,600)	24.13
140010 IS SYSTEMS SUPPORT SPECIALIST I	25T	1: Start	17.79
	25T	2: 1 year (2080)	19.40
	25T	3: 1.5 year (3120)	19.82
	25T	4: 2 year (4160)	20.24
	25T	5: 2.5 year (5200)	20.67
	25T	6: 3 year (6240)	21.10
	25T	7: 3.5 year (7280)	21.57
	25T	8: 4 year (8320)	22.04
	25T	9: 10 year (20,800)	22.67
	25T	10: 15 year (31,200)	23.62
	25T	11: 20 year (41,600)	24.01
	026	1: Start	18.28
	026	2: 1 year (2080)	19.94
	026	3: 2 year (4160)	20.85
	026	4: 3 year (6240)	21.79
	026	5: 5 year (10,400)	22.75
	026	6: 10 year (20,800)	23.35
	026	7: 15 year (31,200)	24.36
	026	8: 20 year (41,600)	24.86

	027	1: Start	18.28
	027	2: 1 year (2080)	20.02
	027	3: 2 year (4160)	20.94
	027	4: 3 year (6240)	21.94
	027	5: 5 year (10,400)	22.94
	027	6: 10 year (20,800)	23.61
	027	7: 15 year (31,200)	24.62
	027	8: 20 year (41,600)	25.12
230021 STOREKEEPER	028	1: Start	18.81
	028	2: 1 year (2080)	20.49
	028	3: 2 year (4160)	21.47
	028	4: 3 year (6240)	22.41
	028	5: 5 year (10,400)	23.45
	028	6: 10 year (20,800)	24.10
	028	7: 15 year (31,200)	25.22
	028	8: 20 year (41,600)	25.72
140011 IS SYSTEMS SUPPORT SPECIALIST II	28T	1: Start	18.81
	28T	2: 1 year (2080)	20.49
	28T	3: 1.5 year (3120)	20.98
	28T	4: 2 year (4160)	21.47
	28T	5: 2.5 year (5200)	21.94
	28T	6: 3 year (6240)	22.41
	28T	7: 3.5 year (7280)	22.93
	28T	8: 4 year (8320)	23.45
	28T	9: 10 year (20,800)	24.10
	28T	10: 15 year (31,200)	25.22
	28T	11: 20 year (41,600)	25.60
	950014 LIBRARY CUSTOMER SERVICE ASSISTANT IV 200113 OFFICE ASSISTANT IV 940010 ZOO KEEPER	029	1: Start
029		2: 1 year (2080)	21.10
029		3: 2 year (4160)	22.12
029		4: 3 year (6240)	23.12
029		5: 5 year (10,400)	24.22
029		6: 10 year (20,800)	24.90
029		7: 15 year (31,200)	25.95
029		8: 20 year (41,600)	26.45

500010 ANIMAL CONTROL OFFICER 220601 LEGAL SECRETARY 220710 PAYROLL SPECIALIST 220801 RECORDS MANAGEMENT SPECIALIST	030	1: Start	19.83
	030	2: 1 year (2080)	21.65
	030	3: 2 year (4160)	22.73
	030	4: 3 year (6240)	23.77
	030	5: 5 year (10,400)	24.86
	030	6: 10 year (20,800)	25.55
	030	7: 15 year (31,200)	26.67
	030	8: 20 year (41,600)	27.17
220920 BUILDING PERMIT CLERK~S~ 220910 DSI CUSTOMER SERVICE SPECIALIST 200120 EXECUTIVE ASSISTANT I 220930 LICENSE CLERK~S~ 220220 METER READER COORDINATOR 220720 PAYROLL AUDITOR	031	1: Start	20.35
	031	2: 1 year (2080)	22.26
	031	3: 2 year (4160)	23.28
	031	4: 3 year (6240)	24.39
	031	5: 5 year (10,400)	25.53
	031	6: 10 year (20,800)	26.25
	031	7: 15 year (31,200)	27.34
	031	8: 20 year (41,600)	27.85
340001 PROCUREMENT SPECIALIST 200201 SECRETARY STENOGRAPHER~S~ 230030 STOREROOM SUPERVISOR	032	1: Start	20.92
	032	2: 1 year (2080)	22.90
	032	3: 2 year (4160)	23.98
	032	4: 3 year (6240)	25.10
	032	5: 5 year (10,400)	26.27
	032	6: 10 year (20,800)	27.04
	032	7: 15 year (31,200)	28.22
	032	8: 20 year (41,600)	28.72
220511 CUSTOMER SERVICE SENIOR REPRESENTATIVE 500011 SENIOR ANIMAL CONTROL OFFICER	033	1: Start	21.49
	033	2: 1 year (2080)	23.57
	033	3: 2 year (4160)	24.65
	033	4: 3 year (6240)	25.80
	033	5: 5 year (10,400)	27.04
	033	6: 10 year (20,800)	27.80
	033	7: 15 year (31,200)	28.99
	033	8: 20 year (41,600)	29.50

200121 EXECUTIVE ASSISTANT II	034	1: Start	22.12
	034	2: 1 year (2080)	24.22
	034	3: 2 year (4160)	25.31
	034	4: 3 year (6240)	26.51
	034	5: 5 year (10,400)	27.80
	034	6: 10 year (20,800)	28.57
	034	7: 15 year (31,200)	29.81
	034	8: 20 year (41,600)	30.31
	035	1: Start	22.73
	035	2: 1 year (2080)	24.86
	035	3: 2 year (4160)	26.06
	035	4: 3 year (6240)	27.27
	035	5: 5 year (10,400)	28.57
	035	6: 10 year (20,800)	29.37
	035	7: 15 year (31,200)	30.69
	035	8: 20 year (41,600)	31.19
220740 PAYROLL SYSTEM COORDINATOR 140301 PROCEDURES COORDINATOR	036	1: Start	23.35
	036	2: 1 year (2080)	25.57
	036	3: 2 year (4160)	26.80
	036	4: 3 year (6240)	28.10
	036	5: 5 year (10,400)	29.39
	036	6: 10 year (20,800)	30.25
	036	7: 15 year (31,200)	31.58
	036	8: 20 year (41,600)	32.08
	037	1: Start	24.00
	037	2: 1 year (2080)	26.29
	037	3: 2 year (4160)	27.53
	037	4: 3 year (6240)	28.84
	037	5: 5 year (10,400)	30.23
	037	6: 10 year (20,800)	31.07
	037	7: 15 year (31,200)	32.44
	037	8: 20 year (41,600)	32.94

	37A	1: Start	23.99
	37A	2: 1 year (2080)	26.26
	37A	3: 2 year (4160)	27.53
	37A	4: 3 year (6240)	28.86
	37A	5: 5 year (10,400)	30.77
	37A	6: 10 year (20,800)	31.43
	37A	7: 15 year (31,200)	32.76
	37A	8: 20 year (41,600)	33.13
	038	1: Start	24.71
	038	2: 1 year (2080)	27.06
	038	3: 2 year (4160)	28.33
	038	4: 3 year (6240)	29.64
	038	5: 5 year (10,400)	31.07
	038	6: 10 year (20,800)	31.96
	038	7: 15 year (31,200)	33.33
	038	8: 20 year (41,600)	33.83
	039	1: Start	25.41
	039	2: 1 year (2080)	27.82
	039	3: 2 year (4160)	29.15
	039	4: 3 year (6240)	30.51
	039	5: 5 year (10,400)	31.96
	039	6: 10 year (20,800)	32.84
	039	7: 15 year (31,200)	34.29
	039	8: 20 year (41,600)	34.79
	040	1: Start	26.16
	040	2: 1 year (2080)	28.63
	040	3: 2 year (4160)	29.96
	040	4: 3 year (6240)	31.41
	040	5: 5 year (10,400)	32.94
	040	6: 10 year (20,800)	33.84
	040	7: 15 year (31,200)	35.34
	040	8: 20 year (41,600)	35.84

	041	1: Start	26.86
	041	2: 1 year (2080)	29.47
	041	3: 2 year (4160)	30.82
	041	4: 3 year (6240)	32.29
	041	5: 5 year (10,400)	33.68
	041	6: 10 year (20,800)	34.82
	041	7: 15 year (31,200)	36.39
	041	8: 20 year (41,600)	36.90
	042	1: Start	27.61
	042	2: 1 year (2080)	30.29
	042	3: 2 year (4160)	31.72
	042	4: 3 year (6240)	33.21
	042	5: 5 year (10,400)	34.82
	042	6: 10 year (20,800)	35.86
	042	7: 15 year (31,200)	37.39
	042	8: 20 year (41,600)	37.89
	043	1: Start	28.43
	043	2: 1 year (2080)	31.13
	043	3: 2 year (4160)	32.58
	043	4: 3 year (6240)	34.15
	043	5: 5 year (10,400)	35.84
	043	6: 10 year (20,800)	36.82
	043	7: 15 year (31,200)	38.42
	043	8: 20 year (41,600)	38.92
	044	1: Start	29.21
	044	2: 1 year (2080)	32.05
	044	3: 2 year (4160)	33.62
	044	4: 3 year (6240)	35.17
	044	5: 5 year (10,400)	36.84
	044	6: 10 year (20,800)	37.91
	044	7: 15 year (31,200)	39.58
	044	8: 20 year (41,600)	40.08

	045	1: Start	30.02
	045	2: 1 year (2080)	32.96
	045	3: 2 year (4160)	34.50
	045	4: 3 year (6240)	36.19
	045	5: 5 year (10,400)	37.93
	045	6: 10 year (20,800)	39.03
	045	7: 15 year (31,200)	40.81
	045	8: 20 year (41,600)	41.31
	046	1: Start	30.92
	046	2: 1 year (2080)	33.94
	046	3: 2 year (4160)	35.54
	046	4: 3 year (6240)	37.28
	046	5: 5 year (10,400)	39.07
	046	6: 10 year (20,800)	40.20
	046	7: 15 year (31,200)	42.03
	046	8: 20 year (41,600)	42.53
	047	1: Start	31.84
	047	2: 1 year (2080)	34.96
	047	3: 2 year (4160)	36.60
	047	4: 3 year (6240)	38.39
	047	5: 5 year (10,400)	40.24
	047	6: 10 year (20,800)	41.41
	047	7: 15 year (31,200)	43.29
	047	8: 20 year (41,600)	43.80
	048	1: Start	32.80
	048	2: 1 year (2080)	36.01
	048	3: 2 year (4160)	37.70
	048	4: 3 year (6240)	39.54
	048	5: 5 year (10,400)	41.45
	048	6: 10 year (20,800)	42.65
	048	7: 15 year (31,200)	44.59
	048	8: 20 year (41,600)	45.10

	049	1: Start	33.78
	049	2: 1 year (2080)	37.09
	049	3: 2 year (4160)	38.83
	049	4: 3 year (6240)	40.73
	049	5: 5 year (10,400)	42.70
	049	6: 10 year (20,800)	43.93
	049	7: 15 year (31,200)	45.93
	049	8: 20 year (41,600)	46.43
	050	1: Start	34.80
	050	2: 1 year (2080)	38.20
	050	3: 2 year (4160)	40.00
	050	4: 3 year (6240)	41.95
	050	5: 5 year (10,400)	43.98
	050	6: 10 year (20,800)	45.25
	050	7: 15 year (31,200)	47.31
	050	8: 20 year (41,600)	47.81

BENEFITS:

PROBATIONARY PERIOD

Effective January 1, 2007: Employees covered by this bargaining unit shall have a one year probationary period.

VACATION

1st year thru 4th year - 12 days (.0462)
5th year thru 9th year - 18 days (.0693)
10th year thru 15th year - 21 days (.0808)
16th year thru 23rd year - 25 days (.0962)
24th year and thereafter - 28 days (.1077)

Vacation rate will now be based on the original employment date. Effective December 24, 2005 vacation was increased due to the elimination of Floating Holidays.

HOLIDAYS

Effective January 17, 2008, all holidays will be considered "major" holidays (paid at time and one half - 1.5x) if worked. (See Article 5.)

In order to be eligible for holiday with pay, an employee must be employed as of the date of the holiday and have paid hours, excluding overtime, on the payroll for that pay period. Paid hours include: hours actually worked, vacation time used, compensatory time used, paid leave and sick leave.

LIBRARY EMPLOYEES

For all employees assigned to the Library, Christmas Eve shall be recognized and observed as a paid major holiday and the Day after Thanksgiving shall be considered a normal workday.

PUBLIC HEALTH EMPLOYEES

Employees of the Public Health department who are assigned to work a minor holiday, shall receive a different day off, or will receive their normal hourly payment and straight time holiday pay. MOA to run concurrently with the 2011 – 2012 Collective Bargaining Agreement.

SICK LEAVE CONVERSION

Employees with at least 180 days of accumulated unused sick leave shall be allowed to convert two (2) days of unused sick leave to one (1) day of vacation up to a maximum of five (5) days of vacation. This conversion provision may be applied only to the extent that the balance of unused sick leave is not reduced lower than 180 days.

SICK LEAVE ACCRUAL

Effective January 1, 2006: Sick leave accrual shall accumulate at the rate of .0539 of a working hour for each full hour on the payroll, excluding overtime. Fourteen (14) days per year.

SICK LEAVE USAGE FOR DEPENDENT CARE

An employee shall be limited to 40 hours per incident to care for or make arrangements for the care of a seriously ill or disabled parent, child or other household member.

OVERTIME

All overtime will be paid as time and one-half (1.5) in compensatory time or money.

2015 HEALTH INSURANCE

Single: The Employer will contribute \$398.88 - \$553.26 per month for the 2015 single insurance contribution depending on the employee's plan choice.

The City will contribute \$85 each month into a VEBA/HRA for full-time employees choosing the SINGLE Open Access Deductible plan. Enrollment is automatic. Three-quarter and half-time employees will receive pro-rated contributions.

Family: The Employer will contribute \$748.22 - \$1,300.53 per month for the 2015 family insurance contribution depending on the employee's plan choice.

The City will contribute \$45 each month into a VEBA/HRA for full-time employees choosing the FAMILY Open Access Deductible plan. Enrollment is automatic. Three-quarter and half-time employees will receive pro-rated contributions.

RETIREE INSURANCE ELIGIBILITY

Employees that have completed at least 20 years with the City of Saint Paul or 15 years if receiving disability pension excluding years of service with ISD #625 for employees hired or transferred to the City of Saint Paul after March 31, 2001.

SEVERANCE PAY

See Article 24 of the Agreement for qualification requirements:

Years of service with ISD #625 will be excluded for employees hired or transferred to the City of Saint Paul after March 31, 2001.

Effective January 17, 2008: Employees who are retiring and are eligible for severance pay will have his/her accrued but unused vacation contributed to a Post Employment Health Plan. This payment will be made at the time of separation.

Effective January 1, 2009:

Minimum of 14 years of Service and
Accrued sick leave credits of:

	Severance
600	\$4,000
700	\$5,000
800	\$6,000
900	\$7,000
1000	\$8,000
1100	\$9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000
1800	\$16,000

For any employee who is eligible to receive severance from the City, the City will contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) in lieu of any cash payment to the employee.

DEFERRED COMPENSATION

Effective January 1, 2008: Discontinued the Employer contribution to Deferred Compensation. See Article 13 regarding contribution to Post Employment Health Plan.

POST EMPLOYMENT HEALTH PLAN

Effective January 1, 2008: (See Article 13 for eligibility requirements) Employees employed by the City for a minimum of one (1) calendar year and in the bargaining unit for a minimum of one (1) calendar year are eligible for a \$200 contribution to the Post Employment Health Plan (PEHP). Contributions will be made by April 1 of the following year. Employees who have completed twenty (20) years of service are eligible for a \$276 Employer contribution.

LIFE INSURANCE

\$20,000 for eligible employees.

NIGHT DIFFERENTIAL

Any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. provided at least four hours of the shift were worked between the hours of 6:00 p.m. and 6:00 a.m. shall receive a night differential of five percent (5%) for the entire shift.

NIGHT DIFFERENTIAL (Continued)

Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m. shall receive a night differential of five percent (5%) for the hours worked between the hours of 6:00 p.m. and 6:00 a.m.

Library Employee Night Differential: Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided at least four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the entire shift.

To any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four (4) hours of shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the hours worked between 6:00 p.m. and 6:00 a.m.

To any Library employee who works hours on Sunday there shall be a differential of 4% for all hours worked.

SPLIT SHIFT HOURS

To any Library employee who is required by management to work split shift hours (4 or more hour break) there shall be a differential of four percent (4%) for all hours worked. In no case shall an employee receive a differential greater than 4% of any hour worked.

RECALL RIGHTS AFTER LAYOFF

Two years

SAFETY SHOES

\$75.00 a calendar year toward the purchase of one pair of safety shoes for eligible employees. Employees may carry over the amount up to a total of \$150.00 for the purchase of shoes.

UNIFORM ALLOWANCE

- Animal Control Officer will be reimbursed up to \$480.72 for the 2015 calendar year.
- Technical Trainee will be reimbursed up to \$107.32 for the 2015 calendar year.
- Zoo Keeper II's will be reimbursed up to \$467.34 for the 2015 calendar year.
- Parking Enforcement Officer one time reimbursement of \$1068.21 for 2015.
- Meter Reader will be reimbursed up to \$246.28 for the 2015 calendar year.
- Maintenance Trainee will be reimbursed \$346.44 for the 2015 calendar year.

Park Concession Supervisor, Refectory Supervisor and Refectory Attendant who are required to wear a specific uniform, the City will provide each employee four (4) uniforms for full-time employees and two (2) for part-time employees.

CRITICAL RESOLUTION PAY

If the IS employee is represented by AFSCME Clerical bargaining unit and the resolution of the problem takes less than one and one-half hours (1.5), employees will be paid straight time for the two hour minimum.

If the resolution of the problem takes more than one and one-half (1.5) hours, then the overtime provision of the contract will apply.

ON-CALL MEMORANDUM OF AGREEMENT

The On-Call MOA was re-signed and will be in effect through December 31, 2012 for affected employees in the Office of Technology and the Police department.