Memorandum of Agreement
between
The City of Saint Paul
and
The Sprinkler-Fitters Local #417
June 1, 2016 Wage and Fringe Adjustments

APPENDIX F

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

Fire Protective Systems Inspector:

Effective	Effective	Effective	Effective
**06/01/2015	**01/01/2016	**06/01/2016	**01/01/2017
(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)
$44.48*	$44.33*	$45.58*	$45.43 *

Effective	Effective
**06/01/2017	**01/01/2018
(or closest pay period)	(or closest pay period)
TBD*	TBD*

* This rate includes the $1.00 taxable vacation contribution.
** Or closest payroll date.

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

Fire Protective Systems Inspector:

Effective	Effective	Effective	Effective
**06/01/2015	**01/01/2016	**06/01/2016	**01/01/2017
(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)
$41.38*	$41.24*	$42.40*	$42.26*

Effective	Effective
**06/01/2017	**01/01/2018
(or closest pay period)	(or closest pay period)
TBD*	TBD*

* This rate includes the $1.00 taxable vacation contribution.
** Or closest payroll date.

Effective June 1, 2015 (or closest payroll period), there will be an additional $2.40 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes.

APPENDIX F (Continued)

Effective January 1, 2016 (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.

Effective June 1, 2016 (or closest payroll period), there will be an additional $2.25 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes.

Effective January 1, 2017 (or closest payroll period), the hourly wage will decrease by $0.15 per hour and the pension fund increase by $0.15 per hour to $6.20 per hour.

Effective June 1, 2017 (or closest payroll period), there will be an additional $2.00 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes.

Effective January 1, 2018 (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.

The State of Minnesota has changed the Public Employees Retirement Association (PERA) contribution rates for employers and employees. The current rate for applicable employees is 7.5%.

APPENDIX G

Unless specifically noted, the contribution levels represent pre-tax amounts. Effective **June 1, 2016** (or closest payroll date), for employees working in the title of Fire Protective Systems Inspector, the Employer shall:

(1) contribute to a Health and Welfare Fund $9.11 per hour for all hours worked.

(2) contribute to the National Pension Fund $6.05 per hour for all hours worked. Effective January 1, 2017 (or closest pay period), this rate shall increase to $6.20 per hour for all hours worked. There shall be a corresponding decrease to the wage rate in appendix F.

(3) contribute to the Supplemental Pension Fund $8.25 per hour for all hours worked.

(4) contribute to the Education Fund $0.59 per hour for all hours worked.

(5) deduct and forward to the Vacation Fund $1.00 per hour for all hours worked.

(6) contribute to the L 417 Training Fund $0.10 per hour for all hours worked.

(7) contribute to the International Training Fund $0.10 per hour for all hours worked.

All contributions and deductions made in accordance with this Appendix G shall be forwarded to the Union along with a detail of the contributions and deductions.

The Employer shall establish Worker's Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded the contributions and/or deductions.

WITNESSES:

CITY OF SAINT PAUL

6/22/16

Jason Schmidt — Date
Labor Relations Manager

6/22/16

Chara Blanch — Date
Labor Relations Specialist

SPRINKLER-FITTERS LOCAL 417

6/22/16

Jeff Motschenbacher — Date
Business Representative