

Employee Group 03 Fire				
Effective Date: June 27, 2026 Issued Date: 08/18/2026				
Job Code & Description	Grade	Step	Hourly Rate (56 Hr/Wk)	Hourly Rate (40 Hr/Wk)
610511 EMERGENCY MEDICAL TECHNICIAN	028	1: Start		23.74
	028	2: 1 year (2080)		25.10
	028	3: 1.5 year (3120)		26.60
	028	4: 2year (4160)		28.12
	028	5: 2.5 year (5200)		29.59
	028	6: 3 year (6240)		31.11
	028	7: 4 year (8320)		32.49
610011 FIREFIGHTER	031	1: Start	24.85	34.76
	031	2: 14 month (2400)	26.14	36.64
	031	3: 3 year (6240)	28.62	40.02
	031	4: 5 year (10,400)	29.77	41.65
	031	5: 7 year (14,560)	30.54	42.76
	031	6: 10 year (20,800)	31.29	43.80
	031	7: 15 year (31,200)	33.01	46.22
	031	8: 20 year (41,600)	34.52	48.31
610110 FIRE EQUIPMENT OPERATOR	034	1: Start	25.63	35.87
	034	2: 14 month (2400)	28.26	39.54
	034	3: 3 year (6240)	30.89	43.20
	034	4: 5 year (10,400)	32.13	44.94
	034	5: 7 year (14,560)	32.97	46.15
	034	6: 10 year (20,800)	33.75	47.28
	034	7: 15 year (31,200)	35.65	49.91
	034	8: 20 year (41,600)	37.26	52.16
610510 EMERGENCY MEDICAL SERVICES COORDINATOR 610210 FIRE CAPTAIN 620110 FIRE TRAINING ASSISTANT	037	1: Start	28.03	39.19
	037	2: 14 month (2400)	30.87	43.17
	037	3: 3 year (6240)	33.71	47.19
	037	4: 5 year (10,400)	35.05	49.07
	037	5: 7 year (14,560)	36.02	50.40
	037	6: 10 year (20,800)	36.90	51.62
	037	7: 15 year (31,200)	38.95	54.48
	037	8: 20 year (41,600)	40.69	56.97

610610 FIRE INVESTIGATOR	039	1: Start	29.81	41.70
	039	2: 14 month (2400)	32.86	45.97
	039	3: 3 year (6240)	35.87	50.23
	039	4: 5 year (10,400)	37.33	52.26
	039	5: 7 year (14,560)	38.32	53.66
	039	6: 10 year (20,800)	39.26	54.97
	039	7: 15 year (31,200)	41.43	58.03
	039	8: 20 year (41,600)	43.34	60.61

BENEFITS:

VACATION (40 HOUR EMPLOYEES)

	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5
Years of Service	40-hour schedule, annual vacation accrual, in hours	Annual floating/designated holiday accrual, in hours (11 holidays)	Annual vacation/holiday accrual, in hours	56-hour multiplier (2,912/2,080)	56-hour schedule, annual vacation accrual, in hours
0-5 years	104	88	192	1.4	268.8
After 5 yr	144	88	232	1.4	324.8
After 15 yr	200	88	288	1.4	403.2

Employees on 40-hour schedule accrue vacation at the annual rates above (COLUMN 1) and additionally receive 11 floating/designated holidays (COLUMN 2), for a total annual leave balance that is reflected in COLUMN 3.

For employees on a 56-hour schedule, there is no distinction between the accruals in COLUMN 1 and COLUMN 2. These employees receive the total accrual in COLUMN 3, multiplied by 1.4, to account for being on a 2,912-hour schedule as opposed to a 2,080 hour schedule. The annual accrual for employees on a 56-hour schedule is indicated in COLUMN 5.

When an employee is assigned from a 56-hour work schedule to a position with a 40-hour work schedule, their current vacation balance (COLUMN 5) will be divided by 1.4 (COLUMN 4), and for each remaining holiday in the payroll year (COLUMN 2), an additional eight hours will be subtracted, to produce the total in COLUMN 1.

When an employee is assigned from a 40-hour schedule to a 56-hour schedule, their vacation balance (COLUMN 1) will have 8 hours added for each remaining holiday during the payroll (COLUMN 2), and the resultant amount (COLUMN 3) will then be multiplied by 1.4 (COLUMN 4) to produce the total in COLUMN 5.

The above provisions of vacation shall be subject to the Saint Paul Salary Plan and Rates of Compensation, Section I, Subdivision H, unless the contract provisions directly conflict with the Salary Plan. In such cases, the language of the contract shall supersede/replace the conflicting language of the Salary Plan.

VACATION (Continued)

Effective January 1, 2007: Vacation accrual for all employees covered by this bargaining unit shall be based on the employment date with the City.

Effective January 2007: Employees covered by this bargaining unit will have three (3) hours of vacation deducted from his/her balance to establish a Union Release Bank. See Article 16 of the Agreement.

VACATION CASH IN

Employees may request compensation in cash for up to four (4) days (96 hours for 56-hour week employees; 32 hours for 40-hour week employees) of accrued, unused vacation within each calendar year. Payment will be at the discretion of the Department Head and additionally, limited by the availability of funds in the Department's Budget. Such election must be made in writing on or before December 1 of each calendar year. Invoking the use of sick leave conversion will prohibit the use of vacation cash in. (See Article 16.6)

HOLIDAYS

Employees working hours in excess of their assigned tour of duty on New Years' Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, the Day after Thanksgiving or Christmas Day will be compensated at the rate of two (2) times the Employee's regular rate of pay for hours worked on a holiday. This includes early reports and/or extensions or regular tours. (See Article 16)

RESIDENCY

In accordance with Council File No. 279643 (12/30/82).

PROBATION PERIOD

Employees hired after **July 1, 2026** will serve an 18 month probationary period.

SICK LEAVE ACCRUAL

Effective **January 1, 2015**:

40 and 56 hr/wk employees will accrue sick leave at the same rate of .0462 (12 days per year)

SICK LEAVE CONVERSION

162 days or over - maximum days to convert (10 days sick = 5 days' vacation).

Effective **January 1, 2015**: Must maintain a balance of 162 days of accrued sick leave or more to convert.

Effective **January 1, 2015**: Employees hired after December 31, 2007 who convert sick leave to vacation must maintain a balance of 162 days (1296 hours of sick leave) and will have the amount deposited to a PEHP. (See Article 19)

PAID PARENTAL LEAVE

Effective **December 16, 2023** - 8 weeks of paid parental leave for eligible employees. Use of holiday pay during a Paid Parental Leave will not extend the length of the leave. (See Article 19)

BEREAVEMENT LEAVE

Employees who normally work a 40-hour week shall be entitled to three (3) work days per calendar year for paid Bereavement Leave. Employees who normally work a 24-hour shift shall be entitled to two (2) work days per calendar year for Bereavement Leave. Paid Bereavement Leave may be used by an employee in the case of death of the employee's mother, father, spouse, child, brother, sister, mother-in-law, father-in-law, grandparent, grandchild or other person who is a member of the household.

Unused Bereavement Leave shall not carry over from year to year.

Additional time off in the event of the death of those listed shall be charged to the employee's accrued sick leave. Additional time off must be approved by the Department Director.

BEREAVEMENT LEAVE (Continued)

Bereavement Leave may only be used for those days when an employee has been previously scheduled to working during the requested leave time. (See Article 35)

2026 HEALTH INSURANCE

Effective **January 2026**, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

Choice Passport Plan:

2025 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2026, after any plan design changes; employees shall be responsible for the 2025 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2026, after any plan design changes.

Based on the proposed Medica RFP quotes, this results in the following Employer contributions:

Single: \$833.04, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$51.10/month.

Family: \$2,002.34, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$306.12/month.

Elect Plan/Vantage Plus ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2026; or the actual cost of the Elect Plan/Vantage Plus ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$796.30, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$0.00/month.

Family: \$2,002.34 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$79.98/month.

Park Nicollet ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2026; or the actual cost of the Park Nicollet ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$791.46, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$0.00/month.

2026 HEALTH INSURANCE (Continued)

Family: \$2,002.34, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$64.82/month.

Passport Copay Plan:

Single: \$398.88 (Employee share: \$731.28/month)
Family: \$748.22 (Employee share: \$2,216.32/month)

OVERTIME

Overtime paid at the rate of one and one-half (1.5) in case or compensatory time at the option of the Employer.

Employees working a voluntary overtime shift shall be paid at the rate of one and one-half (1.5) times the base rate plus any applicable premiums according to Article 31 for the work being performed, regardless of the employee's certified title. (Special events excluded, ie: State Fair, Xcel, etc.) (See Article 11.1(a))

PAID TIME OFF FOR NEGOTIATIONS

The number of employees permitted to attend contract negotiations shall be limited to two (2) at any one meeting without loss of pay. Employees need to give notice and receive approval of their designated supervisor.

CALL BACK

Employees required to report for work by the Employer during scheduled off-duty time shall be compensated at the rate of one and one-half (1.5) times the employee's base rate plus any applicable premiums according to Article 31 and Article 9 for the work being performed. The minimum payment will be four (4) times the employee's hourly rate.

SEVERANCE PAY

Employees must provide 15 calendar days' notice to the Chief to be eligible.

Effective **January 1, 2020:**

800 hours of accumulated sick leave credits at time of separation.

YEARS OF SERVICE

WITH THE CITY		MAXIMUM SEVERANCE PAY
AT LEAST	20	\$10,000
	21	\$11,000
	22	\$12,000
	23	\$13,000
	24	\$14,000
	25	\$15,000

OR

Effective **November 21, 2023** (signing of the 2023 – 2025 Agreement):

(1) Any employee who is a member of this bargaining unit who:

- Was hired by the City between **July 11, 1990** and **June 4, 1996**
- Has an accumulated balance of at least two thousand five hundred fifty (**2,500**) hours of sick leave credits; and
- Has at least twenty-four (**24**) years of service at the time of his/her separation from service, or who separated by reason of being ruled disabled and at the time of disability separation has at least twenty (20) years of service and begins drawing a disability pension

Effective **December 31, 2024** = \$45,000.

SEVERANCE PAY (Continued)

(2) Any employee who is a member of this bargaining unit who:

- a. Was hired by the City between **June 5, 1996** and **December 31, 2007**;
- b. Has an accumulated balance of at least two thousand two hundred ninety hours (**2,290**) of sick leave credits; and
- c. Has at least twenty-four (**24**) years of service at the time of his/her separation from service, or who separated by reason of being ruled disabled and at the time of disability separation has at least twenty (20) years of service and begins drawing a disability pension

Effective **December 31, 2024** = \$45,000.

(3) Any employee who is a member of this bargaining unit who:

- a. Was hired by the City on or after **January 1, 2008**;
- b. Has an accumulated balance of at least two thousand one hundred fifty hours (**2,150**) of sick leave credits; and
- c. Has at least twenty-four (**24**) years of service at the time of his/her separation from service, or who separated by reason of being ruled disabled and at the time of disability separation has at least twenty (20) years of service and begins drawing a disability pension

Effective **December 31, 2024** = \$45,000.

Effective **December 31, 2015**, the severance payout shall be made to a Post Employment Health Plan (PEHP) in one payout in February of the year following the year in which the employee separates his/her employment.

Employees are not eligible for severance pay plans listed in City Ordinance No. 11490.

COURT TIME

Employees required to appear in court during off-duty time will be compensated at a rate of one and one-half (1.5) times their normal hourly rate for a minimum of four (4) hours.

Employees required to stand-by for court appearances during off-duty time will be compensated for a minimum of two (2) hours based on their normal hourly rate for each day required to stand-by.

TOUR OF DUTY HOLIDAY

Fire Equipment Operators, Fire Captains, Emergency Medical Services Coordinators, Fire Training Assistants and Fire/Arson Investigators will receive 1 Tour of Duty Holiday.

Employees with fifteen (15) years of service in the Fire Department will be provided one additional Tour of Duty Holiday. Effective **January 1, 2022** Firefighters with 15 years of service will receive a **second** Tour of Duty Holiday.

Employees in the classification of Firefighter with three (3) or more years of service will receive one Tour of Duty Holiday.

A Tour of Duty holiday, may, at the option of the employee: (1) be added to their vacation schedule, or (2) the employee may choose to receive payment at their regular rate of pay for the tour of duty holiday.

(See Article 17 for requirements)

INCAPACITATION

Firefighters, Fire Equipment Operators, Fire Captains who have previously held one of these titles with the Employer injured during the course of employment and rendered incapable of performing job duties shall receive full wages during the period of incapacity, not to exceed the period equal to twelve (12) months plus accumulated sick leave. The twelve (12) months shall first be utilized and only when same is exhausted shall accumulated sick leave be applicable.

INCAPACITATION (Continued)

Firefighters, Fire Equipment Operators, Fire Captains disabled through injury or sickness other than during the course of employment, shall receive wages for a period equal to accumulated sick leave plus six (6) months as provided herein. Accumulated sick leave shall be first utilized before the six (6) months shall be applicable.

Employees who are declared unable to return to work by a physician will be allowed to maintain this benefit for a maximum of sixty (60) days following the determination.

Employees injured or incapacitated by illnesses in the line of duty shall be entitled to reinstatement at any time within five (5) years from date of injury provided they are physically capable of resuming their job.

UNIFORM ALLOWANCE

January 1, 2026: \$827.68

New Employees:

January 1, 2026: \$543.98

Employees must be actively working as of December 31 to receive the full amount of the uniform allowance payable in a lump sum the following January. An employee who returns to active duty following a leave of absence or limited duty status shall receive the uniform allowance within thirty (30) days of their return to active duty. Employees who return to active duty after June 30th, shall receive half the normal uniform amount.

WORKING OUT OF CLASSIFICATION

Effective **January 1, 2023**, if any employee is required to work in multiple positions of a higher class during one shift and qualify for out of classification pay under section 9.1, the employee will receive the higher of the two out of classification pay rates for the entirety of the shift.

The Employer will provide an employee with at least seven (7) days prior notice before detailing an employee from a 56-hour tour of duty to a forty (40) hour per week schedule and vice versa. (See Article 9.2)

SHIFT DIFFERENTIAL

The following employees are eligible for shift differential under this Section: Sworn forty (40) hour work week employees regularly assigned to night duty (e.g. inspectors) and non-sworn employees who are assigned to a forty (40) hour work schedule. The shift differential shall be 6.5% for all hours worked between the hours of 6:00 p.m. and 6:00 a.m.

WEATHER WAIVER

Employees covered by this bargaining unit may not use sick leave in the circumstances of: City offices are closed due to weather or public emergency; or the employee's need to care for a family member whose school or place of care is closed due to the weather or other public emergency. (See Article 19.3)

PREMIUMS

Effective **January 1, 2026:**

Assigned (Sworn)

Any sworn employee who is assigned to an advanced life support unit as a Paramedic shall be paid a differential of their base rate as follows:

Less than 3 years in program	11.4%
After 3 years in program	14.4%
After 5 years in program	15.4%
After 7 years in program	16.4%

PREMIUMS (Continued)

Unassigned (Sworn)

Any sworn employee who is certified as a paramedic but is not assigned to an advanced life support unit shall be paid a differential of their base rate as follows:

After 3 years in program	10.4%
After 5 years in program	11.4%
After 7 years in program	12.4%

Effective **January 1, 2027 (closest pay period)**, the one (1) year waiting period is removed.

Effective **January 1, 2027:**

Assigned Sworn

Less than 3 years in program	11.7%
After 3 years in program	14.7%
After 5 years in program	15.7%
After 7 years in program	16.7%

Unassigned Sworn

After 3 years in program	10.7%
After 5 years in program	11.7%
After 7 years in program	12.7%

Effective **January 1, 2028:**

Assigned Sworn

Less than 3 years in program	12.0%
After 3 years in program	15.0%
After 5 years in program	16.0%
After 7 years in program	17.0%

Unassigned Sworn

After 3 years in program	11.0%
After 5 years in program	12.0%
After 7 years in program	13.0%

PARAMEDIC

Effective January 1, 2011, any employee who is assigned to the Advanced Life Support Unit as a Paramedic shall be paid a differential of eleven and four-tenths percent (11.4%) of their regular base rate. Only employees who have satisfactorily completed all required Paramedic training shall be eligible for such assignment and pay differential.

Effective **January 1, 2019**, Paramedic Premium will be increased to:

5 Year Longevity = 14.4%

10 Year Longevity = 15.4%

15 Year Longevity = 16.4%

Effective **January 1, 2022**, **Unassigned Paramedic Premium** shall apply to employees certified as a paramedic but who are not assigned to an advanced life support unit.

5 – 10 years: 10.4%

10 – 15 years: 11.4%

15 years +: 12.4%

NON-SWORN PARAMEDICS

Non-sworn employees in the job classification of EMT who hold the certification of paramedic shall be eligible for the following paramedic premiums.

Effective **July 1, 2026** (or closest pay period), for an employee assigned to an Advanced Life Support Unit the premium shall be the same as for a sworn employee with less than three (3) years in the program.

Effective **July 1, 2026** (or closest pay period), for an employee who is certified as a paramedic but who is not assigned as a paramedic for the shift/tour and working on a Basic Life Support unit: 9%

Only employees who have satisfactorily completed all required Paramedic training shall be eligible for such assignment and pay differential.

EMERGENCY MEDICAL TECHNICIAN - ASSIGNED

Effective **January 1, 2019**, any employee who is assigned to an Advanced Life Support Unit or Basic Life Support Unit as an Emergency Medical Technician Assigned (EMTA) shall be paid a differential of eight and one-quarter percent (8.25%) of their regular base rate biweekly.

EMERGENCY MEDICAL TECHNICIAN

Effective January 1, 2011, any employee who is certified as an Emergency Medical Technician but who is not assigned to an ambulance unit shall receive a differential of four and one-eighth percent (4.125%) above his/her regular base rate. Only employees who have satisfactorily completed all required EMT training shall be eligible for such assignment and pay differential.

HAZARDOUS MATERIALS/FIRE TRAINING ASSISTANT

Effective **January 1, 2011**, any employee who is assigned to a designated hazardous materials response unit or who is permanently appointed as a Fire Training Assistant shall be paid a differential of nine and three-tenths percent (9.3%) over his/her regular base rate biweekly.

HAZARDOUS MATERIALS/FIRE TRAINING ASSISTANT (Continued)

Effective **January 1, 2021**: Premium Pay for Fire Investigation – any employee who is a certified Fire Investigator and is assigned as the designated Fire Investigator, shall be paid a differential of three (3.0%) percent of his/her base rate. This premium is in addition to the Hazardous Materials premium.

EMERGENCY MEDICAL TECHNICIAN - I/D

Effective December 31, 2012, this premium was eliminated.

LONGEVITY PREMIUM

Effective **January 1, 2022**: Firefighters, Fire Equipment Operators, Captain EMT's with five (5) consecutive years assigned to a paramedic engine company, shall be paid a differential of ten and one quarter percent (10.25%) of his/her base rate. Article 31.5 shall not apply to this ten and one quarter percent (10.25%) differential. Effective **January 1, 2028** (or closest pay period), the consecutive years assigned is reduced from five (5) years to three (3) years.

PRECEPTOR PAY:

Effective **January 1, 2027** (closest pay period), any employee who is assigned to the duties of a Preceptor for new paramedics by the Employer, shall be paid a differential in an amount equal to two percent (2%) of the Step F (10 yr rate) Firefighter hourly rate in addition to their regular base rate for those shifts actually worked by the employee in such capacity. Effective **January 1, 2028** (closest pay period), this premium will be increased to an amount equal to three percent (3%).