



**AGREEMENT
BETWEEN
CITY OF ST. ANTHONY
AND
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
LOCAL 3486 (ST. ANTHONY FIRE FIGHTERS)**



January 1, 2025 - December 31, 2026

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**LABOR AGREEMENT BETWEEN
THE CITY OF ST. ANTHONY
AND
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 3486
(ST. ANTHONY FIREFIGHTERS)**

1.

PURPOSE OF AGREEMENT.

- 1.1. This agreement is entered into between the City of St. Anthony, hereinafter referred to as the EMPLOYER, and the International Association of Firefighters Local 3486, hereinafter referred to as the UNION. The EMPLOYER and the UNION, through this Agreement, continue to pledge their dedication to the highest quality of public service by methods, which will best serve the needs of the general public.
- 1.2. It is the intent and purpose of this agreement to:
 - 1.2.1. Achieve orderly and peaceful relations.
 - 1.2.2. Establish the full and complete understanding of the parties concerning the terms and conditions of this Agreement.
 - 1.2.3. Establish procedures to orderly and peacefully resolve disputes as to the application or interpretation of this Agreement.
 - 1.2.4. Place in written form the parties' agreement upon the terms and conditions of employment for the duration of this Agreement.

2.

RECOGNITION.

- 2.1. The EMPLOYER recognizes the UNION as the exclusive representative, under Minnesota Statutes, Section 179A, for all uniformed, full time Fire Department personnel, whose job classifications are, Captain, Paramedic and Fire Equipment Operator (FEO)/Fire Fighter.
- 2.2. In the event the EMPLOYER and the UNION are unable to agree as to the inclusion or exclusion of a new or modified job class the issue shall be submitted to the Bureau of Mediation Services for determination.

3.

DEFINITIONS.

- 3.1. Base Pay Rate: the EMPLOYEE'S monthly pay rate exclusive of any other special allowance.
- 3.2. Call-Back, Emergency: a call by the EMPLOYER to an EMPLOYEE(S) to report for work during an EMPLOYEE'S scheduled off duty time due to an emergency.
- 3.3. Call-Back, Regular Duty: an EMPLOYEE, who is scheduled after the normal duty shift, to be called back to duty.
- 3.4. Compensatory Time: paid time off granted the EMPLOYEE from the work in lieu of pay for overtime worked.

- 3.5. Department: City of St. Anthony Fire Department.
- 3.6. Department Head: Chief of the St. Anthony Fire Department.
- 3.7. Employee: a member of the exclusively recognized bargaining unit.
- 3.8. Employer: the City of St. Anthony or its designated representative.
- 3.9. Fire Department Education and Training Fund: A separate account in the DEPARTMENT Budget for the purposes of providing training to persons outside the DEPARTMENT. The fund is used to collect class fees, purchase class supplies, and pay class instructors. This fund is administered by the DEPARTMENT HEAD.
- 3.10. Fire Equipment Operator/Fire Fighter: an EMPLOYEE appointed by the EMPLOYER to the job classification of FEO/Fire Fighter.
- 3.11. Fire Captain: An EMPLOYEE appointed by the EMPLOYER to the job classification of Captain.
- 3.12. Grievance: a dispute over the interpretation or application of this Agreement.
- 3.13. Holiday: days off with pay as specified by this Agreement.
- 3.14. Job Related Course: an educational course so designated by the EMPLOYER.
- 3.15. Normal Annual Shift Schedule: 121 normal duty shifts.
- 3.16. Overtime: work performed at the express authorization of the EMPLOYER at times other than an EMPLOYEE'S normal duty shift.
- 3.17. Paramedic- Members that have a valid paramedic license by the Emergency Medical Services Regulatory Board (EMSRB)
- 3.18. Probation: six (6) months from the EMPLOYEE'S date of appointment.
- 3.19. Seniority: the length of continuous employment with the EMPLOYER.
- 3.20. Shift/Normal Duty Shift/Tour of Duty: a consecutive 24 hour time period.
- 3.21. Training Shift: a standard 8 hour time period.
- 3.22. Union: the International Association of Fire Fighters Local No. 3486 St. Anthony Fire Fighters.
- 3.23. Union Member: a member of International Association of Fire Fighters Local 3486 St. Anthony Fire Fighters.
- 3.24. Work Cycle: a 21 day time period chosen by the EMPLOYER.
- 3.25. Work Week: an average 56 hours per week. Training Work Week: an average 40 hours per week.

4. **RIGHTS, PRIVILEGES AND WORKING CONDITIONS.**

- 4.1. The EMPLOYER shall deduct from the wages of EMPLOYEES, who authorize such deduction in writing, a monthly amount sufficient to provide the payment of dues, or a fair share amount as

permitted by PELRA, as established by the UNION. Such monies shall be remitted to the UNION.

- 4.2. The UNION may designate UNION MEMBERS to act as stewards and shall inform the EMPLOYER in writing of such choice. The EMPLOYER may designate persons to represent it and to inform the UNION, in writing, of such choices and any change in such choices.
- 4.3. The EMPLOYER will provide a bulletin board and make sufficient space available for the posting of UNION notices and announcements.
- 4.4. Consistent with public interests and with the permission of the Department Head, or his designate, the EMPLOYER agrees that a UNION representative shall, without loss of pay, be allowed to:
 - 4.4.1. Investigate and pursue grievances;
 - 4.4.2. Attend negotiation meetings;
 - 4.4.3. Consult with EMPLOYER representatives;
 - 4.4.4. Meet with local UNION officials or other UNION representatives concerning the enforcement or application of any provision of this Agreement.
- 4.5. The UNION shall indemnify and save the EMPLOYER harmless against any and all claims, demands, suits or other forms of liability, which, may arise out of any action taken or not taken by the EMPLOYER for the purpose of complying with the provisions of this Section.

5. EMPLOYER AUTHORITY.

- 5.1. The EMPLOYER retains the full and unrestricted right to operate and manage all manpower, facilities, and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct and determine the number of personnel; to establish work schedules; and to perform any inherent managerial function not specifically limited by this Agreement.

6. GRIEVANCE PROCEDURE.

- 6.1. Grievances, as defined in 3.12, shall be resolved in conformance with the following procedure:

6.1.1. Step 1. An EMPLOYEE claiming a violation, concerning the interpretation or application of Agreement shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the EMPLOYEE'S supervisor, as designated by the EMPLOYER. The EMPLOYER designated representative will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing, setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the AGREEMENT allegedly violated, the remedy requested and shall be appealed to Step 2 within ten (10) calendar days after receipt by the UNION of the EMPLOYER designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the UNION within ten (10) calendar days shall be considered waived.

6.1.2. Step 2. If appealed, the written grievance shall be presented by the UNION and discussed with the EMPLOYER designated representative. The EMPLOYER designated representative shall give the UNION the EMPLOYER'S Step 2 answer, in writing, within ten (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10)

calendar days following receipt by the UNION of the EMPLOYER designated representative's final Step 2 answer. Any grievance not appealed, in writing, to Step 3 by the UNION within ten (10) calendar days shall be considered waived.

- 6.1.3. Step 3. If appealed, the written grievance shall be presented by the UNION and discussed with the EMPLOYER designated Step 3 representative. The EMPLOYER designated representative shall give the UNION the EMPLOYER'S answer, in writing, within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following receipt by the UNION of the EMPLOYER designated representative's final Step 3 answer. Any grievance not appealed in writing to Step 4 by the UNION within ten (10) calendar days shall be considered waived.
- 6.1.4. Step 4. A grievance unresolved in Step 3 and appealed to Step 4 by the UNION shall be submitted to arbitration subject to the provisions of the Public Employee Labor Relations Act of 1971, as amended. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances", as established by the Public Employee Relations Board.

6.2. Arbitrator's Authority:

- 6.2.1. The Arbitrator shall have no right to amend, nullify, ignore, add to or subtract from the terms and conditions of this Agreement. The Arbitrator shall consider and decide only the specific issue(s) submitted in writing by the EMPLOYER and the UNION and shall have no authority to make a decision on any other issue not so submitted.
- 6.2.2. The Arbitrator shall be without power to make decisions contrary to, inconsistent with or modifying or varying in any way the application of laws, rules or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension. The decision shall be binding on both the EMPLOYER and the UNION and shall be based solely on the Arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented.
- 6.2.3. The fees and expenses for the Arbitrator's services and proceedings shall be borne equally by the EMPLOYER and the UNION, provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.
- 6.3. Waiver. If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the EMPLOYER'S last answer. If the EMPLOYER does not answer a grievance or an appeal thereof, within the specified time limits, the UNION may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step.
- 6.4. The time limit in each step may be extended by mutual written agreement of the EMPLOYER and the UNION, in each step.

7.

SAVINGS CLAUSE.

- 7.1. This Agreement is subject to the law. In the event any of this Agreement shall be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provision(s) shall be voided. All other provisions shall continue in full force and effect. The voided provision may be re-negotiated at the written request of either party. All provisions of this Agreement shall continue in full force and effect.

8.

SENIORITY.

- 8.1. Seniority shall be determined by the EMPLOYEE'S length of continuous employment with the Fire Department and posted in an appropriate location. Seniority rosters may be maintained by the Department Head on the basis of time in grade and time within specific classifications. The EMPLOYER shall establish a seniority list and a copy of that list forwarded to the UNION.
 - 8.1.1. Seniority shall be according to time and date of hire.
 - 8.1.2. In case two EMPLOYEES are hired at the same time, one shall be senior. In case two or more are hired at the same time, seniority shall be determined by lottery (such as the flip of a coin or the drawing of a card).
 - 8.1.3. New EMPLOYEES shall be on a six-month probationary period. The EMPLOYEE shall be certified after that time unless, in the opinion of the Department Head, additional training is necessary before certification. In no event may an EMPLOYEE be subject to more than two consecutive probationary periods.
 - 8.1.3.1. During the probationary period, a newly hired or rehired EMPLOYEE may be discharged at the sole discretion of the EMPLOYER.
 - 8.1.3.2. During the probationary period, a promoted or re-assigned EMPLOYEE may be replaced in his/her previous position at the sole discretion of the EMPLOYER.
- 8.2. A reduction in work force will be accomplished on the basis of job classification and/or seniority with the EMPLOYEE with the least seniority to be laid off first.
- 8.3. EMPLOYEES shall be recalled from layoff on the basis of seniority. The EMPLOYEE laid off with the highest seniority shall be recalled first. An EMPLOYEE on layoff shall have an opportunity to return to work before any new EMPLOYEE is hired.
- 8.4. Vacation requests shall be selected on the basis of seniority until March 15th of each calendar year.

9.

DISCIPLINE.

- 9.1. The EMPLOYER will discipline EMPLOYEES for just cause only. Discipline will be in one or more of the following forms:
 - 9.1.1. Oral reprimand;
 - 9.1.2. Written reprimand;
 - 9.1.3. Suspension;
 - 9.1.4. Demotion;
 - 9.1.5. Discharge.
- 9.2. Discipline that is placed in the EMPLOYEE'S personnel file shall be read and acknowledged by signature of the EMPLOYEE. The UNION and the EMPLOYEE involved will receive a copy of such discipline.
- 9.3. Discharges will be preceded by a five (5) day suspension without pay.
- 9.4. EMPLOYEES will not be questioned concerning an investigation of disciplinary action unless the EMPLOYEE has been given an opportunity to have a UNION representative present at such questioning.
- 9.5. Grievances relating to this Article shall be initiated by the UNION at the Step 3 level of the Grievance Procedure of Article 6.
 - 9.5.1 If, as a result of the written response to 6.1.3 Step 3, the grievance remains unresolved and if the grievance involves the suspension, demotion or discharge of an EMPLOYEE who has completed the required probationary period, the grievance may be appealed to Step 4 of Article 6 or a procedure such as Veteran's Preference or Fair Employment. If appealed to any procedure other than Step 4 of Article 6, the grievance is not subject to arbitration as provided in Step 4 of Article 6 of this AGREEMENT.
- 9.6. EMPLOYEES may examine their own individual personnel files at reasonable times under the direct supervision of the EMPLOYER.

10.

WAGE SCHEDULE.

- 10.1. EMPLOYEES working out of classification will receive the hourly rate of that position. When a FEO/Firefighter is working out of class, as shift officer on duty, they are paid Captain Wages.
- 10.2. Hourly salary for, Captain, Fire Fighter/FEO, and Paramedic shall be as follows:

			Paramedic (8% over FF)	
	2025	2026	2025	2026
Captain	\$32.45	\$33.42	\$35.04	\$36.09
Firefighter- After 3 Years	\$30.45	\$31.37	\$32.89	\$33.88
Firefighter- After 2 Years	\$29.74	\$30.63	\$32.12	\$33.08
Firefighter- After 1 Year	\$28.91	\$29.78	\$31.22	\$32.16
Firefighter- After 6 Months	\$28.14	\$28.98	\$30.39	\$31.30
Firefighter- Start	\$27.48	\$28.30	\$29.67	\$30.56

- 10.3 The work schedule for all positions covered by this AGREEMENT shall average fifty-six (56) hours per week, three hours of which are compensated at one and one-half times (1½) the hourly rate in accordance with the Federal Fair Labor Standards Act.
- 10.4. EMPLOYEES will be compensated at one and one-half times their regular hourly rate for working at time other than the EMPLOYEES regularly scheduled shift. Exchanges of shifts between EMPLOYEES under Article 20 of this Agreement do not qualify an EMPLOYEE for overtime under this Section.
- 10.5. Overtime will be distributed as equally as possible.
- 10.6. Overtime refused by EMPLOYEES will, for record purposes under Section 10.5, be considered unpaid overtime worked.
- 10.7. For the purpose of computing overtime compensation, overtime hours worked shall not be pyramided, compounded or paid twice for the same hours worked.
- 10.8. Overtime will be calculated to nearest fifteen (15) minutes.

11. SCHOOLS AND TRAINING SESSIONS.

- 11.1. All EMPLOYEES shall be required to attend such schools or training sessions as may be required by the City Manager. Attendance at sessions scheduled while EMPLOYEES are off duty shall be voluntary for those EMPLOYEES. If, in the opinion of the EMPLOYER, it is necessary for the EMPLOYEE to return for a specialized training program that cannot be held during the regular workday, the EMPLOYEE shall be compensated at one and one-half the hourly rate.
- 11.2 The EMPLOYER shall pay the cost of all licenses, certifications, or other accreditations required by the EMPLOYER, State of Minnesota or Federal Government to maintain status as a full time Fire Fighter.

12. PROMOTION.

- 12.1. Promotion from Fire Fighter to Captain and Captain to Assistant Chief or Chief may be made from within the Fire Department, if enough years' experience and supervisory skill is held by any member of the Fire Department to qualify for the position, as determined by the EMPLOYER.
- 12.2. In the event of a job opening(s), the job shall be posted on the Fire Station bulletin board for at least ten (10) days. In evaluating candidates for job openings, if all other factors as determined by examination, interview or review are equal, the employee among those tested with the greatest seniority will be selected to fill the position. Otherwise, the person with the highest cumulative score shall fill the position.

13. CLOTHING ALLOWANCE.

- 13.1. All Fire Department EMPLOYEES shall be allowed \$650.00 for 2025 & \$650 for 2026 necessary clothing/supplies/maintenance. All Fire Department EMPLOYEES shall be reimbursed upon copy of receipt or invoice for all necessary clothing/supplies/maintenance of their uniforms. Maximum of \$200.00 per year may be carried over to the following year's clothing allowance. If an EMPLOYEE terminates employment during the year, the City shall receive from EMPLOYEE the unspent balance of year's clothing allowance and his/her uniform.

- 13.2. The EMPLOYER is to furnish over and above the Clothing Allowance, all protective firefighting clothing and gear, including badges, patches, rank insignia, etc.
- 13.3. Any changes or additions to protective firefighting clothing required by City, State or Federal agencies shall be the EMPLOYER'S responsibility to conform.
- 13.4. The EMPLOYER will repair or replace eyeglasses necessary to the EMPLOYEE'S performance of duties when eyeglasses are damaged or lost in the line of duty.

14.

PERSONAL TIME OFF (PTO).

- 14.1 Amount allowed. Full time employees shall earn personal leave according to the following schedule:

<u>Hours Accrued Per Year</u>	
after 6 months	240 hours
after 1 year and less than 5 years	456 hours
after 5 years and less than 10 years	504 hours
after 10 years and less than 15 years	552 hours
after 15 years	600 hours

Employees using earned PTO shall be considered to be working for the purpose of accumulating additional personal leave.

- 14.2 Usage. Personal time off may be used as earned, subject to approval by the Department Head and City Manager of the time at which it may be taken.

In order to allow coordination of PTO with family and medical leave, employees seeking to take personal leave may be required to provide enough information about the purpose of the time off to allow a determination of whether the time will also qualify for family and medical leave. If the personal leave also qualifies for family and medical leave, the employee must take both leaves simultaneously.

- 14.3 Terminal Leave. Any employee leaving the municipal service in good standing after giving proper notice of such termination of employment, will be compensated for personal leave accrued and unused to the date of separation according to the schedule set forth in Section 14.7.

- 14.4 Waiver of Personal Time Off Prohibited. No employee is permitted to waive personal leave for the purpose of receiving double compensation.

- 14.5 Procedure. To be eligible for personal leave with pay, an employee shall report as soon as possible to his or her Department Head the need to take personal leave and its estimated duration.

- 14.6 Workers' Compensation. Employees are covered by the workers' compensation laws of the State. In the event an employee is disabled and is entitled to workers' compensation, the employee will keep any workers' compensation payments received and eligible to receive a bi-weekly paycheck equal to $\frac{1}{2}$ pay through the use of personal leave benefits. In addition, the employee will be entitled to earn $\frac{1}{2}$ of the amount of the personal leave pay they would otherwise be entitled to during an absence from their employment. Employees receiving such workers' compensation will be considered working for the purpose of accumulating additional personal leave benefits.

- 14.7 Sick Leave Bank. The balance of the sick leave bank shall be reported to the union in the month of January of each year. A committee, consisting of the City manager and two

member of the Fire Department, who will be chosen by the Union, shall be created and before any Union member of the Fire Department can use any of the sick leave from the bank, he/she must have the approval of the Committee.

14.7.1 Payout of Unused Personal Leave. An unused personal leave pay policy is established subject to the following rules and regulations:

- (a) The employee must be in good standing and give proper notice of termination in the case of resignation.
- (b) Qualifying employees shall receive their accumulated PTO up to a maximum as listed in the following schedule:

	<u>Maximum Payment</u>
6 months	96 hours
1 year, less than 3 years	168 hours
3 years, less than 5 years	528 hours
5 years, less than 10 years	684 hours
10 years, less than 15 years	756 hours
15 years	828 hours

Employees hired after January 1, 2013

	<u>Maximum Payment</u>
0 - 3 years of service	120 hours of personal leave accrued
3 to 10 years	528 hours
10 to 15 years	612 hours
15 to 20 years	708 hours
20 plus years	828 hours

14.8 Donation of Personal Time Off to Employees with Serious Medical Problems. Employees may voluntarily donate personal leave time in hour increments, which can be converted, to use by employees facing serious medical problems or extended time off due to serious medical problems and who have no accumulated personal leave time or compensatory time available. The use of this donated personal leave must be approved by the Department Head and the City Manager and will be converted to the receiving employee's paid hourly rate.

14.9 Probationary Use. During the probationary period described in Section 8.1.3 of this Agreement, personal leave may not be used.

14.10 Maximum personal leave is 1,800 hours (as of December 31) for all employees. Effective January 1, 2013, EMPLOYEES that currently exceed the personal leave maximum accrual limit of 1,800 hours will have one year to bring their personal leave account into compliance with the maximum accrual limits upon adoption of this contract. If the employee does not bring his/her personal leave account into compliance, the employee will lose the unused personal leave time that is not utilized.

15. HOLIDAYS.

15.1. All full-time, permanent and probationary EMPLOYEES shall observe the following twelve (12) paid holidays each year, and will receive additional pay or receive another day off according to 15.2.

15.1.1 New Year's Day - January 1

15.1.2	Martin Luther King Day - third Monday in January
15.1.3	President's Day - third Monday in February
15.1.4	Memorial Day - last Monday in May
15.1.5	Juneteenth – June 19th
15.1.6	Independence Day - July 4
15.1.7	Labor Day - first Monday in September
15.1.8	Indigenous Peoples Day – 2 nd Monday in October
15.1.9	Veteran's Day - November 11
15.1.10	Thanksgiving Day - fourth Thursday in November
15.1.11	Friday following Thanksgiving Day
15.1.12	Christmas Day - December 25

15.2. These holidays may be:

- 15.2.1 taken off, unless the EMPLOYER cannot cover the shift without the EMPLOYEE who is requesting time off;
- 15.2.2 or the EMPLOYEE will receive the extra pay for the holiday;
- 15.2.3 or the EMPLOYEE may take another shift off with pay 30 days prior to the holiday or 30 days after the holiday at the option of the EMPLOYEE.

- 15.3. If the EMPLOYEE opts to receive the extra pay in Section 15.2.2 the extra pay will be calculated as the annual base salary divided by 242 for each 24 hour shift. This extra pay will be paid in equal installments on the first paycheck of December and July.
- 15.4. EMPLOYEES who work a regular scheduled shift on one of the holidays listed in Section 15.1 shall be paid one and one-half (1 ½) times their normal hourly rate in accordance with the Federal Fair Labor Standards Act. This will apply from midnight to midnight for each of the holidays listed in Section 15.1. This will commence January 1, 2009.

16. **FUNERAL LEAVE.**

- 16.1. In the event of the death of any EMPLOYEE'S spouse, children, parents, brother or sister, or spouse's parents, the EMPLOYEE will be granted three days of funeral leave with pay, not to be deducted from EMPLOYEE'S accrued personal leave.
- 16.2. In the event of the death of an EMPLOYEE'S grandparents or spouse's grandparents, spouse's brother or sister, the EMPLOYEE will be granted one day of funeral leave with pay, not to be deducted from EMPLOYEE'S accrued personal leave.

17. **HOSPITAL AND GROUP INSURANCE.**

- 17.1 Please see Attachment A for 2025 contributions by plan.
- 17.2 The EMPLOYER will pay 100% of the cost of single coverage of health (medical/surgical) insurance.
- 17.3 EMPLOYEES are allowed to continue participating in the EMPLOYER'S medical insurance plan as provided in Minnesota Statute 471.61, Subd. 2b. EMPLOYEES

participating under the scope of this section shall have full access to all medical insurance options that are available to active City EMPLOYEES. The EMPLOYEE shall pay 100% of the cost.

In the event of the EMPLOYEE'S death prior to leaving the EMPLOYER'S medical insurance plan, the EMPLOYEE'S spouse or dependent children shall be allowed to continue medical insurance coverage at 100% of their own expense, provided the deceased EMPLOYEE'S spouse and/or dependent children were covered under the plan prior to the EMPLOYEE'S death. Coverage for the EMPLOYEE'S spouse shall remain in effect until such time that the EMPLOYEE'S spouse becomes eligible for Medicare or Medicaid. Coverage for dependent children will remain in effect until such time that they no longer qualify as a dependent child.

- 17.4 Local 3486 will be allowed to establish an EMPLOYER-sponsored program through health care savings. Amounts to be put into the account must be agreed to by both the bargaining unit and EMPLOYER. The EMPLOYER does not pay anything for the health care savings plan.
- 17.5 In the event the health insurance provisions of this Agreement fail to meet the requirements of the Affordable Care Act and its related regulations or cause the EMPLOYER to be subject to a penalty, fine or additional tax liability, the Union and the Employer will meet promptly to bargain over alternative provisions.
- 17.6 Life Insurance maximum \$25,000.

18. SHIFT EXCHANGE.

- 18.1. EMPLOYEES may exchange duty shifts with another employee provided that such exchange does not subject the EMPLOYER to liability for additional overtime compensation by virtue of such trading of shifts.
- 18.2. The EMPLOYEES desiring the exchange of shifts shall request and receive approval of the Department Head or Assistant Fire Chief, who must determine that such exchange will not be detrimental to the work program of the EMPLOYER.
- 18.3. Notification and approval of the supervisor must be obtained not less than 48 hours prior to the scheduled shifts to be exchanged.
- 18.4. The EMPLOYER will not be subject to the terms of Section 10.1 of this Agreement in regards to this Article unless the EMPLOYEES exchanging shifts would regularly be subject to Section 10.1 had the exchange not occurred.

19. LONGEVITY.

- 19.1. EMPLOYEES shall receive longevity pay according to the following:

19.1.1

Years of Service	Frequency	Percent of Base Wage
Five (5) Years But Less Than Ten (10)	/Month	3%

Ten (10) Years But Less Than Fifteen (15)	/Month	4%
Fifteen (15) Years But Less Than Twenty (20)	/Month	5%

20. **NON-DISCRIMINATION.**

20.1 Neither the Union nor the EMPLOYER shall discriminate against any EMPLOYEE on any basis prohibited by law.

21. **CALL-BACK.**

21.1. EMPLOYEES called back to work under conditions defined in Section 3.3 will receive a minimum of one (1) hour of overtime pay.

21.2. EMPLOYEES called back to work under conditions defined in Section 3.3 on a holiday as defined in Section 15.4 shall be paid two (2) times their hourly rate per hour for the duration of the callback.

22. **DURATION.**

This Agreement shall be effective as of January 1, 2025 and shall remain in full force and effect until December 31, 2026. It shall be the responsibility of the EMPLOYER to update any changes agreed upon and provide the UNION with a copy of the agreed upon contract in electronic format.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this 2nd day of December, 2024

CITY OF ST. ANTHONY

Its Mayor

Wendy M. Weston

Its City Manager

C

INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS LOCAL #3486

Its President

Bob Basara

Its Vice President

James M. Weston

City of St Anthony 2025 Premium and Employer Contributions						
2025						
	Plan	Coverage	Health Insurance Premium	City-HSA Contribution (monthly)	Employee cost (each pay period of 24 payrolls)	
\$30 Co-Pay Plan (Covers 100%)	Open Access	Single	1,276.50	-	-	
		EE & Spouse	2,681.00	-	475.45	
		EE & Children	2,553.50	-	424.58	
		Family	3,319.50	-	429.83	
	Perform	Single	1,251.00	-	-	
		EE & Spouse	2,627.50	-	446.70	
		EE & Children	2,502.50	-	397.20	
		Family	3,253.00	-	694.20	
	Achieve	Single	1,200.00	-	-	
		EE & Spouse	2,520.00	-	417.42	
		EE & Children	2,400.50	-	368.81	
		Family	3,120.50	-	646.40	
3300 HSA Plan	Open Access	Single	958.00	275.00	-	
		EE & Spouse	2,012.50	-	230.13	
		EE & Children	1,917.00	-	200.00	
		Family	2,492.00	-	344.13	
	Perform	Single	939.00	275.00	-	
		EE & Spouse	1,972.50	-	211.25	
		EE & Children	1,878.50	-	181.87	
		Family	2,442.00	-	291.50	
	Achieve	Single	900.50	275.00	-	
		EE & Spouse	1,892.00	-	173.71	
		EE & Children	1,802.00	-	166.97	
		Family	2,342.50	-	216.51	
5000 HSA Plan	Open Access	Single	869.00	275.00	-	
		EE & Spouse	1,826.00	-	163.38	
		EE & Children	1,739.00	-	136.13	
		Family	2,260.50	-	232.01	
	Perform	Single	851.50	275.00	-	
		EE & Spouse	1,789.50	-	146.38	
		EE & Children	1,704.00	-	119.75	
		Family	2,215.50	-	210.62	
	Achieve	Single	817.00	275.00	-	
		EE & Spouse	1,716.50	-	131.49	
		EE & Children	1,634.50	-	107.75	
		Family	2,125.00	-	173.73	
Opt-out				355.00		
Staff opting-out must provide reasonable evidence that the employee and all individuals for whom the employee reasonably expects to claim a personal exemption deduction for the taxable year has coverage in place						

