MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
AFSCME CLERICAL, LOCAL 2508

This Memorandum of Agreement (hereinafter "MOA") is entered by the City of Saint Paul (hereinafter "City") and AFSCME Clerical, Local 2508 (hereinafter "the Union") in order to provide preferred license premium pay for AFSCME employees in the Saint Paul Regional Water Services (SPRWS).

The Parties agree that:

1. SPRWS AFSCME employees in titles listed below holding a valid Water Operator Class D Certification or higher shall have a preferred license premium of $1.00/hour.
2. The preferred license premium will be added onto the base wages and shall be paid on all hours worked.
3. The preferred license premiums are available for titles listed below in SPRWS when the license is not a requirement of the position.
4. The Minnesota Department of Health will determine if an employee has the required education and experience to meet the requirements to take the exam.
5. The preferred license premiums shall be paid for the following titles:

Meter Reader	Service Worker
Meter Reader Coordinator	Stores Assistant
Storekeeper	Storeroom Supervisor

6. This MOA sets no precedent and is not applicable to any other classifications in the union.
7. The MOA shall become effective upon signature of this agreement and run concurrently with the 2023-2025 collective bargaining agreement and shall renew annually thereafter unless one party provides written notice of a desire to end the MOA prior to its renewal for a subsequent year.

FOR THE CITY:

1/2/24

Jason Schmidt — Date
Deputy Director of Human Resources

FOR THE UNION:

12.28.023

Jennifer Guertin, President — Date
AFSCME Clerical, Local 2508

12/28/23

Dane Ryan, Field Representative — Date
AFSCME Council 5