

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
THE SAINT PAUL SUPERVISORS ORGANIZATION**

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and Saint Paul Supervisors Organization (hereinafter "SPSO"), for the purpose of establishing the funding of uniforms for City employees working within the Parks Department at the Como Campus (presently classifications of Horticulture Supervisor, Parks and Recreation Manager, Zoo Curator, Horticulture Manager, Education and Conservation Curator, and Marketing and Public Relations Manager).

This MOA has no effect on any other employees in the bargaining unit.


Employees who are assigned to work at the Como Campus and required by the City to wear a uniform shall receive the following:

- 1) Upon hire, an employee in the title of Horticulture Supervisor will receive an initial uniform as determined by the City. Currently newly hired full-time employees receive two long-sleeve t-shirts, four short-sleeve t-shirts, one polo shirt, one lightweight fleece or sweatshirt, one vest, and one heavy weight jacket. Each new employee hired in this title will also receive a payment of \$100 for an initial purchase of pants and shorts. On May 1<sup>st</sup> of each year, or closest payroll period, eligible employees will receive a payment of \$100 for the annual purchase of pants or shorts.
- 2) Upon hire, an employee in the title of Parks and Recreation Manager, Zoo Curator, Horticulture Manager, Education and Conservation Curator, and Marketing and Public Relations Manager will receive an initial uniform based upon the requirements of their position as determined by the City.
- 3) Employees who require additional uniform shirts throughout the year due to normal wear and tear will be issued additional shirts as determined and approved through the City.
- 4) Employees will be required to wear the uniform while on duty as instructed and will be responsible for the care and upkeep of their uniforms.
- 5) The City reserves the right to determine who will wear a uniform and to specify the uniform requirements.

Employees are expected to report to work in a clean and presentable uniform and in a manner consistent with the Como Campus employee dress code. The terms of this MOA will be effective upon signing and will last the duration of the current collective bargaining agreement. It will subsequently renew annually thereafter unless one party provides notice to end the agreement. This MOA sets no precedent.

**FOR THE CITY:**

**FOR THE UNION:**

  
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Toni Newborn  
Human Resources Director

7/20/2023  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Glen Kadrlík, President  
Saint Paul Supervisors Organization

7/20/2023  
\_\_\_\_\_  
Date