

MEMORANDUM OF AGREEMENT

between

The City of Saint Paul

and

AFSCME Legal 3757

This MOA is entered into by the City of Saint Paul (hereinafter “City”) and AFSCME Legal 3757 (hereinafter “Union”) for the purpose of revising the previously negotiated wage adjustment in the 2023 – 2025 collective bargaining agreement. The parties recognize the significant challenges and economic changes the City continues to face in the hiring and retention of entry and mid-level attorneys in the Associate Attorney and Attorney classifications, respectively. To attract qualified employees at the Associate Attorney and Attorney classifications, to promote employee retention, and to preserve labor stability in the workforce, the parties agree to the following:

- 1) Effective August 1, 2024 (or closest pay period): The salary ranges indicated below shall supersede Article 10 and Appendix A of the contract as follows:

Job Class	Range Minimum	Mid Point	Range Maximum
Associate Attorney	\$106,079.00	\$113,389.00	\$120,699.00
Hourly	\$51.00	\$54.51	\$58.03
Attorney	\$112,544.00	\$125,744.00	\$138,944.00
Hourly	\$54.11	\$60.45	\$66.80
Senior Attorney	\$131,927.00	\$148,627.54	\$165,328.07
Hourly	\$63.43	\$71.46	\$79.48
Senior Prosecutor	\$131,927.00	\$144,394.58	\$156,862.16
Hourly	\$63.43	\$69.42	\$75.41

- 2) On **January 1, 2025** (or closest pay period) and **August 1, 2025** (or closest pay period), minimum, midpoint, and maximum rates for each salary range will be adjusted by 1.5%, as reflected in Appendix A of the MOA.

Using the modified salary ranges in Appendix A of the MOA, all salary rates applicable to individuals covered by this MOA shall be increased as follows, in accordance with Article 10:

- a. **August 1, 2024** (or closest pay period) = 1.5%
 - b. **January 1, 2025** (or closest pay period) = 1.5%
 - c. **August 1, 2025** (or closest pay period) = 1.5%
- 3) Appendix A, which memorializes the salary schedules as noted in #2 above, is incorporated into this MOA and supersedes Appendix A in the collective bargaining agreement.
 - 4) Nothing in this MOA should be construed to limit the City Attorney’s discretion to make any other wage adjustments as noted in Article 10.3 of the collective bargaining agreement.
 - 5) This MOA sets no precedent.
 - 6) This MOA will run concurrent with the collective bargaining agreement that expires on December 31, 2025.

FOR THE CITY:

Jason Schmidt

Jason Schmidt (Jun 11, 2024 14:33 CDT)

Jun 11, 2024

Jason Schmidt

Date

Deputy Director Human Resources

FOR THE UNION:

Adam L. Hinz

Adam L. Hinz (Jun 11, 2024 13:57 CDT)

Jun 11, 2024

Adam Hinz, Interim President
AFSCME Legal, 3757

Date

Dane Ryan

Dane Ryan (Jun 11, 2024 14:06 CDT)

Jun 11, 2024

Dane Ryan, Field Representative
AFSCME Council 5

Date

APPENDIX A

Salary ranges applicable to the titles covered by this MOA and originally provided for in the 2023 – 2025 collective bargaining unit shall be amended as shown below:

Effective August 1, 2024 (or closest pay period)

Job Class	Range Minimum	Mid Point	Range Maximum
Associate Attorney	\$106,079.00	\$113,389.00	\$120,699.00
Hourly	\$51.00	\$54.51	\$58.03
Attorney	\$112,544.00	\$125,744.00	\$138,944.00
Hourly	\$54.11	\$60.45	\$66.80
Senior Attorney	\$131,927.00	\$148,627.54	\$165,328.07
Hourly	\$63.43	\$71.46	\$79.48
Senior Prosecutor	\$131,927.00	\$144,394.58	\$156,862.16
Hourly	\$63.43	\$69.42	\$75.41

Effective January 1, 2025 (or closest pay period)

Job Class	Range Minimum	Mid Point	Range Maximum
Associate Attorney	\$107,670.19	\$115,089.84	\$122,509.49
Hourly	\$51.76	\$55.33	\$58.90
Attorney	\$114,232.16	\$127,630.16	\$141,028.16
Hourly	\$54.92	\$61.36	\$67.80
Senior Attorney	\$133,905.91	\$150,856.95	\$167,807.99
Hourly	\$64.38	\$72.53	\$80.68
Senior Prosecutor	\$133,905.91	\$146,560.50	\$159,215.09
Hourly	\$64.38	\$70.46	\$76.55

Effective August 1, 2025 (or closest pay period)

Job Class	Range Minimum	Mid Point	Range Maximum
Associate Attorney	\$109,285.24	\$116,816.18	\$124,347.13
Hourly	\$52.54	\$56.16	\$59.78
Attorney	\$115,945.64	\$129,544.61	\$143,143.58
Hourly	\$55.74	\$62.28	\$68.82
Senior Attorney	\$135,914.49	\$153,119.80	\$170,325.11
Hourly	\$65.34	\$73.62	\$81.89
Senior Prosecutor	\$135,914.49	\$148,758.91	\$161,603.32
Hourly	\$65.34	\$71.52	\$77.69