

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

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and AFSCME Clerical Local 2508, (hereinafter "the Union") for the purpose of establishing a seniority list and parameters for the promotional testing process for employees in the ACO titles and are moving to the titles of Animal Service Officer I, Animal Service Officer II, Animal Service Officer III. The parties agree that:

- 1) The City is re-organizing the Department of Safety and Inspections animal control functions to create an expanded classification series to support the current and future role of the Animal Service unit of DSI due to expanded responsibilities. The job family will be comprised of the following job titles: Animal Service Officer I, Animal Service Officer II, and Animal Service Officer III represented by the AFSCME Clerical Local 2508.
- 2) The parties recognize that prior to the creation of the Animal Service Officer I, Animal Service Officer II, and Animal Service Officer III job classifications, incumbents were performing duties within the title of Animal Control Officer and Senior Animal Control Officer.

For clarifying the seniority and layoff rights of certain employees in the new job classification which are represented by AFSCME Clerical Local 2508.

- 3) The parties agree that for future layoffs, if any, from any of the above titles, layoffs will be based on the inverse length of total seniority based on incumbent's initial appointment to either the Animal Control Officer and/or Senior Animal Control Officer with the City of St. Paul.
- 4) The parties agree that in the event layoffs occur, employees in the higher titles will be allowed to bump less senior employees within the series, in DSI including those employees, who may never have held the Animal Control Officer and/or Senior Animal Control Officer titles.
- 5) The MOA shall become effective when signed by both parties and shall have a duration of the 2021-2022 contract.
- 6) This MOA shall set no precedent.

FOR THE CITY:


Jason Schmidt

Labor Relations Manager

5/24/21
Date

FOR THE UNION:


Melinda Pearson, State Field Director Date

AFSCME District Council 5
Business Representative


Jennifer Guertin, President

AFSCME Clerical, Local 2508

5.10.21
Date