

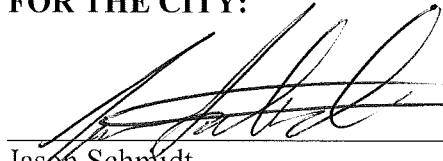
**MEMORANDUM OR AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
AFSCME TECHNICAL LOCAL 1842**

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and AFSCME Local 1842 (hereinafter "Union"), for the purpose of establishing the wage rates of the new Community Recreation Specialist job classification. The development of this new classification was the result of a job study of the Assistant Recreation Director classification.

The parties agree to the following:


1. The City has sole responsibility for establishing job classifications and assigning job duties.
2. The City determined that the new Community Recreation Specialist classification is most appropriately represented by AFSCME Technical 1842.
3. Wage rates for classifications represented by the union are subject to negotiations.
4. The City's Human Resources Department recommended the new classification be placed at Grade 28 of the Union wage schedule.
5. Employees represented by the Union filed a classification challenge of the new Community Recreation Specialist classification.
6. The Union and City agree that the Community Recreation Specialist classification should be placed in the Union wage schedule at Grade 30.
7. All current certified employees in the Assistant Recreation Director classification will be changed to the new Community Recreation Specialist classification.
8. Seniority in the new classification will be based on seniority in the Assistant Recreation Director classification.
9. Employees certified as Recreation Leaders or other certified classifications working out-of-title as Assistant Recreation Directors shall have their pay adjusted according to the new Grade 30 level. Their certified classification shall not be changed.
10. This MOA will become effective April 1, 2013 (or closest pay period).
11. This MOA sets no precedent.
12. This MOA resolves all issues raised.


**FOR THE CITY:**

  
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Jason Schmidt  
Labor Relations Manager

Date: 2/27/14

**FOR THE UNION:**

 2/27/14  
\_\_\_\_\_  
Tom Ferrara, President  
AFSCME Technical, Local 1842

 2-13-14  
\_\_\_\_\_  
Koami DaCruz, Vice President  
AFSCME Technical, Local 1842