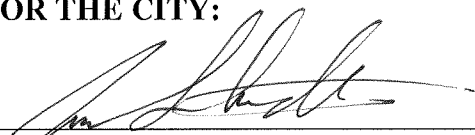


**MEMORADUM OF AGREEMENT**  
**BETWEEN**  
**THE CITY OF SAINT PAUL**  
**AND**  
**TRI-COUNCIL**

This MOA is entered into by the City of Saint Paul (hereinafter "City") and Tri-Council (hereinafter "Union") for the purpose of creating an exception to the compensatory time earning limit in Civil Service Rule 28 H, 2 for the Classifications of Assistant Golf Course Superintendent and Golf Worker III. The parties agree that this exception to CSR 28 is necessary for the most efficient operation of the City's Parks & Recreation Golf program. Therefore, the parties agree to the following:

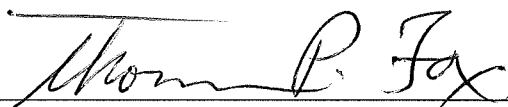
- 1) The classifications of Assistant Golf Course Superintendent and Golf Worker III are represented by the Union.
- 2) The classifications earn compensatory time.
- 3) Compensatory time is earned at the order of the department head or designee.
- 4) Currently the classifications can accrue a maximum of 150 hours of overtime in the form of compensatory time. Overtime earned after 150 hours is paid at the overtime rate.
- 5) Due to the nature of the classifications' work, substantially more work hours are required during the summer than other times during the year.
- 6) Increasing the maximum allowable compensatory time limit will allow members of the classifications to utilize compensatory time to remain in a paid status during the Fall and Winter months when their workload is not as demanding.
- 7) Based on #5 & #6 above, the parties agree that employees in the classifications of Assistant Golf Course Superintendent and Golf Worker III will not be subject to the compensatory time limit in CSR 28 H, 2.
- 8) This MOA affects only the Assistant Golf Course Superintendent and Golf Worker III classification.
- 9) This MOA sets no precedent.
- 10) This MOA shall be effective until December 31, 2015 and may be renewed on an annual basis thereafter.


**FOR THE CITY:**

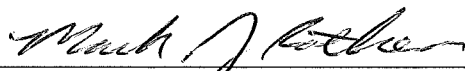
  
\_\_\_\_\_  
Jason Schmidt  
Labor Relations Manager

DATE: 9/23/13

**FOR THE UNION:**

  
\_\_\_\_\_  
Tom Fox, Business Agent  
Laborers, Local 132

  
\_\_\_\_\_  
Tom Erickson, Business Representative  
General Drivers, Teamsters Local 120

  
\_\_\_\_\_  
Mark Pothen, Business Representative  
Operating Engineers, Local 49