

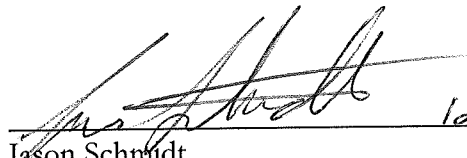
MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
SAINT PAUL MANUAL & MAINTENANCE
SUPERVISORS ASSOCIATION

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and the Saint Paul Manual & Maintenance Supervisors Association (hereinafter "Union") for the purpose of changing the applicability of "promotion rights" following the Commissioner of Veteran's Affairs order in case # 68-3100-31036.

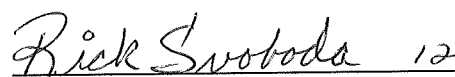
The parties agree to the following:

- 1) The order in case #68-3100-31036 identifies a conflict between "Promotion Rights" as established by the Civil Service Rules (7, 8, and 14) and the Minnesota Veteran's Preference Act.
- 2) The Civil Service Rules cannot be in conflict with a State law.
- 3) Effective with the signing of this MOA by all parties, classifications represented by this bargaining unit shall not be subject to promotion rights as established by the Civil Service Rules.
- 4) Effective November 15, 2014, all classifications represented by the Union will receive a 1% pay increase. This increase applies to all steps in all classifications.
- 5) Backpay will be issued to the effective date. Actual payment of the backpay will be delayed while the City implements its new payroll system.
- 6) The parties will incorporate this change into the next Collective Bargaining Agreement.
- 7) This agreement does not affect any other term or condition of the Collective Bargaining Agreement.

CITY OF SAINT PAUL


Jason Schmidt
Labor Relations Manager
12/19/14
Date

**SAINT PAUL MANUAL AND MAINTENANCE
SUPERVISORY ASSOCIATION**


Rick Svoboda, President
12/18/2014
Date