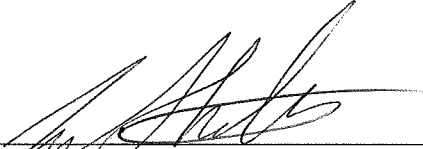


**MEMORADUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
MANUAL & MAINTENANCE SUPERVISORY ASSOCIATION**

This MOA is entered into by the City of Saint Paul (hereinafter "City") and Manual & Maintenance Supervisory Association (hereinafter "Union") for the purpose of creating an exception to the compensatory time earning limit in Civil Service Rule 28 H, 2 for the Classification of Golf Course Superintendent. 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:

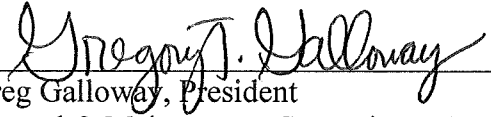
- 1) The classification of Golf Course Superintendent is represented by the Union.
- 2) The classification earns compensatory time.
- 3) Compensatory time is earned at the order of the department head or designee.
- 4) Currently the classification can accrue a maximum of 150 hours of overtime in the form of compensatory time. Overtime earned after 150 hours is paid at the overtime rate.
- 5) Due to the nature of the classification's 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 classification 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 classification of Golf Course Superintendent will not be subject to the compensatory time limit in CSR 28 H, 2.
- 8) This MOA affects only the Golf Course Superintendent 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

FOR THE UNION:



Greg Galloway, President
Manual & Maintenance Supervisory Association

DATE: 10/7/13

DATE: 10-7-13