

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

This Memorandum of Agreement (hereinafter "MOA") applies to the parties below from January 1, 2018 through December 31, 2020. The MOA may be re-signed by the parties on an annual basis pending agreement of the parties.

Definition: Forestry Supervisors will be allowed to volunteer to be placed on the Forestry on-call schedule. If there are not enough volunteers, Supervisors shall be assigned to the Forestry on-call schedule based on reverse seniority to provide adequate staffing. Supervisors on the Forestry on-call schedule shall be required to answer a page or call, and report to the Forestry offices to perform necessary work during hours outside their normal work shift, shall be considered "on-call."

Requirements: If assigned as on-call, employees must ensure they are available to be contacted. Employees must return calls within 15 minutes of receiving a page or voicemail message. If required to return to work, employees must be able to do so within 45 minutes of being contacted.

Compensation: Forestry Supervisors who are on-call will receive \$40.00 per day for each week day (Monday-Friday) they are assigned on-call. A week day shall consist of the hours from 3:30 p.m. until 7:00 a.m. the following morning Monday-Friday. Forestry Supervisors who are on-call for each weekend day (Saturday or Sunday) or Holiday as designated by the Collective Bargaining Agreement will receive \$80.00 per day. A weekend day and Holiday shall consist of a 24 hour period from 7:00 a.m. until 7:00 a.m. the following morning.

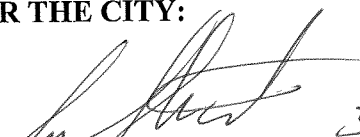
In addition to the above compensation, Forestry Supervisors who are on-call and are contacted to report to work shall be granted four hours minimum compensation either in compensatory time or overtime for their effort per 4-hour time period. If the resolution of the problem takes less than two hours and forty minutes, the employees will be paid straight time for the four hour minimum. If the resolution of the problem takes more than two hours and forty minutes, then overtime provisions of the contract will apply.

Scheduling: Forestry Management staff will create a list of employees who will be scheduled for on-call status. This list will follow a rotation based on Forestry Supervisor and Crew Leader seniority, as detailed in the Collective Bargaining Agreement.

If a previous engagement exists that renders an employee unable to perform on-call duties on a day during his/her assigned week to be on-call, it is the employee's responsibility to find a substitute, approved by Forestry management, to be on-call for that day. If the employee is unable to find a substitute, the employee is expected to respond to any calls for service. If a substitute can be found, the employee will not receive the daily payment as detailed above, and the substitute shall receive the daily on-call payment.

This agreement supersedes any applicable language in both the Collective Bargaining Agreement as well as any applicable Civil Service Rules.

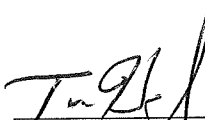
FOR THE CITY:



Jason Schmidt
Labor Relations Manager

3/16/18
Date

FOR THE UNION:



Tom Hage, President
St. Paul Manual & Maintenance Supervisors

3-16-18
Date