


**MEMORANDUM OF 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, District Council 5 (hereinafter "the Union") for the purpose of providing a uniform to certain employees in the Parks and Recreation Division who are required to wear a uniform during the course of their normal work duties. The parties agree that:

- 1) As part of their regular job assignment, certain Union members in the Parks and Recreation Division are required to wear a uniform during regular, scheduled work assignments.
- 2) The City, with input from the Union, will specify who is required to wear the uniform.
- 3) The City, with input from the Union, will specify the uniform.
- 4) Employees are responsible for wearing the uniform in accordance with the Recreation Services Section Policy on Employee Dress Code.
- 5) Employees required to wear the uniform will be reimbursed per calendar year according to the following schedule:
 - a) Full-time employees in Community Education/Recreation Coordinator, Recreation Director, Adaptive Recreation Director, or Assistant Recreation Director titles who are assigned to a recreation facility, adapted or Senior Programs, or who are members of the Citywide Team - \$100/year, or the equivalent of 8 polo shirts, whichever is greater if price adjustments are required to accommodate increases by the contracted vendor, or oversize garments.
 - b) Part-time employees in certified titles with assignments as listed above - \$75/year for those assigned 5 shifts, or the equivalent of 6 polo shirts whichever is greater if price adjustments are required to accommodate increases by the contracted vendor, or oversize garments; \$62.50/year for those assigned to work 3-4 shifts, or the equivalent of 5 polo shirts, whichever is greater if price adjustments are required to accommodate increases by the contracted vendor, or oversize garments; \$37.50/year for those assigned to work 1-2 shifts, or the equivalent of 3 polo shirts, whichever is greater if price adjustments are required to accommodate increases by the contracted vendor or oversize garments.
 - c) Full-time employees in the Horticulturist I and Horticulturist II classifications will receive two long-sleeve t-shirts, four short-sleeve t-shirts, one polo shirt, one lightweight fleece or sweatshirt, one vest, or equivalent garments. Each employee will also receive a payment of \$100 for initial purchase of pants and shorts. On May 1st of each year, or closest payroll period, eligible employees will receive a payment of \$100 for the annual purchase of pants or shorts. Employees who require additional shirts throughout the year due to normal wear and tear will be issued additional shirts by the City. Staff working will receive full payments for pants and shirts but will be issued reduced uniform allowance proportionate to hours worked and specific assignments.
- 6) The MOA shall become effective when signed by both parties and shall expire December 31, 2015.
- 7) This MOA shall set no precedent.


FOR THE CITY:



Jason Schmidt
Labor Relations Manager

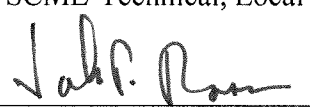
5/14/13
Date

FOR THE UNION:



Jeff Fowler, Business Representative
AFSCME-Technical, Local 1842

5/14/13
Date



John Ross, President
AFSCME Local 1842

5/13/13
Date