MEMORANDUM OF AGREEMENT

between

The City of Saint Paul

and

AFSCME-Legal, Local 3757; Manual & Maintenance Supervisors Association; Operating Engineers, Local 70; Professional Employees Association; & Tri-Council Laborers, Local 132; General Drivers, Local 120; Operating Engineers, Local 49

This Memorandum of Agreement (MOA) is entered into by the City of Saint Paul and the above listed Unions for the purpose of clarifying and enhancing the method by which the City matches employee contributions into Investment Accounts. The terms of this MOA shall be included in the succeeding Collective Bargaining Agreements for all of the above Unions and the City.

Background:
At the time the Deferred Compensation Program was established, there was no provision for Roth (after tax) investment options, since these types of accounts were not yet in existence. As such, the Collective Bargaining Agreements are written for City contributions to be matched only with non-Roth investment accounts.

Additionally, there is currently a look-back requirement in place for **all** matching contributions, which causes a delay on the City match to employee investments made during the year.

To eliminate these issues, the parties agree to the following:

1. Effective January 1, 2014, the City will match employee investments made into Roth plans available through City-selected financial investment firms, until the dollar limit prescribed by each Bargaining Unit's language is reached. Such dollar limits vary by Bargaining Unit and years of service. As Deferred Compensation, the City's match will be made into a non-Roth account, which is paired with the employee's Roth account.

2. The look-back provisions regarding deferred compensation which is in the Collective Bargaining Agreements will be eliminated. Effective January 1, 2014, the City will match employee contributions on a bi-weekly basis until the dollar limit prescribed by each individual Collective Bargaining Agreement is reached.

FOR THE CITY:

2/28/14

Jason Schmidt — Date
Labor Relations Manager

FOR THE UNION:

Virginia Palmer 2/14/14
AFSCME-Legal — Date

Gregory T. Galloway 2-13-14
Manual & Maintenance Supervisors Association — Date

Wyn Massey 2/28/14
Operating Engineers, Local 70 — Date

Karin E. Anderson 2/12/14
Professional Employees Association — Date

Thomas P. Fox 2-13-14
Tri-Council Laborers, Local 132 — Date

2/19/2014
Tri-Council General Drivers, Local 120 — Date

Mark J. Rathke 2-11-14
Tri-Council Operating Engineers, Local 49 — Date