MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
AFSCME CLERICAL, LOCAL 2508

This MOA is entered into by the City of Saint Paul (hereinafter "City") and AFSCME Clerical, Local 2508 (hereinafter "Union") for the purpose of regrading the following classifications:

IS Systems Support Specialist I
IS Systems Support Specialist II

The City recently competed a market study of approximately 125 job titles. The City completed an RFP process and selected Baker Tilly to complete the market study. As part of their research, Baker Tilly made requests for data from over 20 public peers, including metro-area jurisdictions with whom the city competes directly for talent, and several peer communities throughout the Midwest in terms of population and budget. Data was received from 18 of these jurisdictions. Data from three reputable, published surveys was included to represent the private sector. Evaluations were then made of salary ranges at the minimum, midpoint, and maximum of the range.

Based on the results of the study, determinations were made that the classifications listed above will be regraded.

The parties agree:

1) Effective the pay period following City Council approval, the following changes will be made:
   a.) IS Systems Support Specialist I classification will move from the current grade 25T to grade 28T.
   b.) IS Systems Support Specialist II classification will move from the current grade 28T to grade 30T.
2) Employees will move to the equivalent step in the new grade, which will result in an increase in the employees' hourly wage. Grade changes are neither a promotion, nor a change in job function or level of responsibility. Employees are in the same classification at a different grade.
3) Employees in these classifications will not have any changes made to the timing of their step movement.
4) The IS System Support Specialist II classification current salary schedule does not have grade 30T. With this MOA, grade 30T will be added to the salary schedule. The new grade will be:

Grade 30T

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
$25.59	$27.96	$28.64	$29.29	$29.93	$30.57	$31.28	$32.00	$32.88	$34.40	$36.06

5) This MOA will supersede Appendix A in the collective bargaining agreement for the listed classifications indicated above only.
6) This MOA sets no precedent.
7) This MOA will become effective the last pay period in December 2025, which is December 27, 2025.

FOR THE CITY:

Jason Schmidt
Jason Schmidt (Nov 25, 2025 21:46:19 CST)

Nov 25, 2025

Jason Schmidt — Date
Deputy Director Human Resources

FOR THE UNION:

Jen Guertin (Nov 25, 2025 20:45:03 CST)

Nov 25, 2025

Jen Guertin, President — Date
AFSCME Clerical, Local 2508

Mary Thies

Nov 25, 2025

Mary Thies, Field Representative — Date
AFSCME Council 5