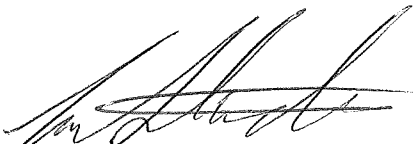


**MEMORADUM OF AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
FIREFIGHTERS Local 21**

This MOA is entered into by the City of Saint Paul (City) and Firefighters Local 21 (Union) for the purpose clarifying and establishing the sick leave accrual rate for 56 hour work week employees. To achieve this, the parties agree to the following terms:


- 1) Effective July 1, 2013 (or closest pay period), 56 hour work week employees will accrue sick leave at a rate of 0.0515 per hour.
- 2) This accrual rate change will be incorporated into the 2013 - 2015 Collective Bargaining Agreement.

**FOR THE CITY:**

  
\_\_\_\_\_  
Jason Schmidt  
Labor Relations Manager

DATE: 6/3/13

**FOR THE UNION:**

  
\_\_\_\_\_  
Mike Smith, President  
Firefighters Local 21

DATE: 5-31-13