

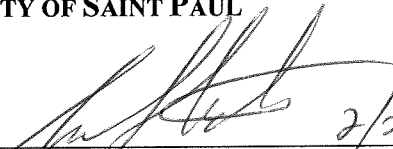
MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
TRI-COUNCIL
(OPERATING ENGINEERS LOCAL 49, TEAMSTERS-DRIVERS LOCAL 120,
AND LIUNA-LABORERS LOCAL 363)

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and Tri-Council (hereinafter "Union") for the purpose of changing the applicability of "promotion rights" following the Commissioner of Veteran's Affairs order in case # 68-3100-31036.

The parties agree to the following:


- 1) The order in case #68-3100-31036 identifies a conflict between "Promotion Rights" as established by the Civil Service Rules (7, 8, and 14) and the Minnesota Veteran's Preference Act.
- 2) The Civil Service Rules cannot be in conflict with a State law.
- 3) Effective with the signing of this MOA by all parties, classifications represented by this bargaining unit shall not be subject to promotion rights as established by the Civil Service Rules.
- 4) Effective on the first pay period after January 1, 2015, all classifications represented by the Union will receive a 1% pay increase. This increase applies to all steps in all classifications.
- 5) If the City is unable to adjust the step rates prior to payroll processing, backpay will be issued as soon as possible.
- 6) The parties will incorporate this change into the next Collective Bargaining Agreement.
- 7) The City values its workers and will continue its emphasis on promoting from within.
- 8) This agreement does not affect any other term or condition of the Collective Bargaining Agreement.

CITY OF SAINT PAUL

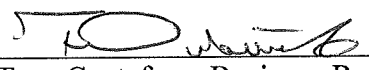


Jason Schmidt 2/20/15 Date
Labor Relations Manager

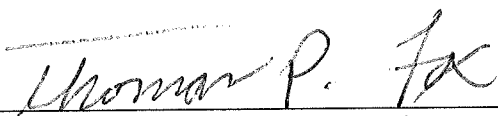
TRI-COUNCIL



Mark Pothen, Business Representative 2-20-15 Date
Operating Engineers – Local 49



Troy Gustafson, Business Representative 2-20-15 Date
General Drivers – Local 120



Tom Fox, Business Representative 2-20-15 Date
LIUNA Laborers Local 363