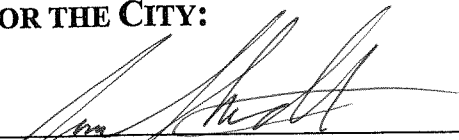


**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
AFSCME TECHNICAL LOCAL 1842**

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.
- 6) The MOA shall become effective when signed by both parties and shall expire December 31, 2012.
- 7) This MOA shall set no precedent.

FOR THE CITY:

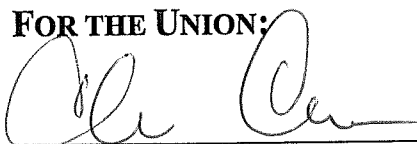


Jason Schmidt
Labor Relations Manager


Date

3/28/2011

FOR THE UNION:



Chris Cowen, Business Representative
AFSCME Local 1842



Robin Madsen, President
AFSCME Local 1842

Date

3-23-11