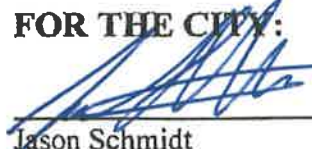


**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
THE TRI-COUNCIL**

This Memorandum of Agreement (MOA) is entered into by the City of St. Paul (hereinafter "City") and The Tri-Council (hereinafter "Union") for the purpose of establishing the process for determining compensation for potholing and skim paving work performed on a weekend overtime shift by employees in the Tri-Council. Public Works needs to increase efforts to address pavement conditions after an unusually momentous series of winter weather events. Therefore, the parties agree to the following:

1. Any employee in an active classified (certified) employment status in the Tri-Council bargaining unit who works a weekend overtime shift (beginning no earlier than 12:00 AM on Saturday and ending no later than 11:59 PM Sunday) on a pothole patching or skim paving crew between September 23 and December 15, 2023 will be paid a flat rate incentive amount as follows:
 - a. A flat rate of \$123.00, subject to regular taxes and withholdings, will be paid to all Street Services Workers who work an entire 8 hour weekend overtime shift.
 - b. A flat rate of \$143.00, subject to regular taxes and withholdings, will be paid to all HEOs and Asphalt Plant Operators who work an entire 8 hour weekend overtime shift.
 - c. Incentive pay will not be paid to any employee who fails to appear for an overtime shift or who does not work an entire 8 hour overtime shift.
2. This MOA will remain in effect until December 15, 2023.
3. Weekend shifts will be posted in advance and assigned by shift seniority to those employees who sign up.
4. Payment of incentive pay is not subject to the grievance process.
5. This MOA sets no precedent.

FOR THE CITY:



Jason Schmidt 10/2/23
Labor Relations Manager Date

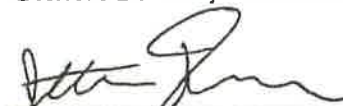
FOR THE UNION:



AJ Lange, Business Manager 9/27/2023
Laborers, LIUNA Local 363 Date



Troy Gustafson, Business Representative 9-27-23
General Drivers, Teamsters Local 120 Date



Jonathan Turner, Business Representative 9-26-2023
Operating Engineers, Local 49 Date