MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
PROFESSIONAL EMPLOYEES ASSOCIATION

This Memorandum of Agreement (MOA) applies to the parties above with the intention of meeting the newly established time-recording procedure in the City's Time Attendance and Scheduling Solution (TASS) without loss of compensative time established in the current collective bargaining agreement.

Employees in the Professional Employees Association (PEA) bargaining unit working in a class title in grade 12 or above receive compensatory time or pay on a straight time basis for hours worked more than their normal work day or work week. Within this category of employees, however, some individuals are assigned definite workday schedules and others have schedules that fluctuate based on the department's work needs.

In order to meet the TASS capabilities, reduce directors and supervisors' administrative TASS amendments to timecards and preserve the employees' compensatory time benefits, the parties have agreed to the following categories of employee work schedules:

1. 7 3/4 hour Workday
2. 38 ¾-hour work week;
3. 77.5-hour bi-weekly pay period.

Employees in these categories will earn additional pay or compensatory time based on the number of hours worked during their chosen work period. Compensated, non-work hours such as approved sick leave, vacation, or compensatory time shall not be considered in the determination of hours worked beyond an employee's specified work period; however, paid holiday time will be counted in the determination. If the number of hours worked is less than the totals in the employee's specified work period, non-working compensable time may be used to the extent they get the employee to the total number of hours in their category.

This agreement will remain in effect until the end of the current collective bargaining agreement, at which time the parties will integrate it into the CBA.

FOR THE CITY:

1/23/14

Jason Schmidt, Date
Labor Relations Manager

FOR THE UNION:

Mike Wilde 1-23-14

Mike Wilde, Business Representative Date
Professional Employees Association

Karin E. Anderson 1/23/14

Karin Anderson, President Date
Professional Employees Association