

**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**THE CITY OF ST PAUL**  
**AND**  
**AFSCME CLERICAL, LOCAL 2508**

This Memorandum of Agreement (hereinafter "MOA") is entered by the City of Saint Paul (hereinafter "City") and AFSCME Clerical, Local 2508 (hereinafter "the Union") in order to provide a shoe allowance for Zoo Keepers at Como Park Zoo & Conservatory.

The parties agree:

1. That the allowance program will allow employees to obtain the boots needed for their positions without having to come out of pocket and wait for reimbursement.
2. Zookeepers will be given an allowance up to \$175 annually for boots that have been selected and approved by the department.
3. Eligible employees will be issued an Allowance Form to order the approved boots from attached shoe catalog.
4. The allowance amounts will be as follows:
  - a) Up to \$175.00 initial issue allowance for year 2021.
  - b) Up to \$175.00 annual allowance for year 2022.
5. This MOA sets no precedent and is not applicable to any other classifications in the bargaining units.
6. The MOA shall become effective when signed by both parties and shall expire December 31, 2022.
7. This MOA does not include rubber boots, waders, or other foot related PPE historically provided by the Zoo. The Zoo and Conservatory division will continue to provide these tools/PPE as has been past practice.
8. Zookeeper Specialty shoe catalog will be reviewed yearly to accommodate changes to styles made by footwear companies and/or needs of keeper staff.

**FOR THE CITY:**

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

Date

07-21-2021

**FOR THE UNION:**

  
\_\_\_\_\_  
Jennifer Guertin, President  
AFSCME District Council 5, Local 2508

Date

7/21/21

  
\_\_\_\_\_  
Dane Ryan, Field Representative  
AFSCME District Council 5

Date

7/21/21