

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
MANUAL AND MAINTENANCE SUPERVISORS ASSOCIATION**

The City of Saint Paul (hereinafter "City") and the Manual and Maintenance Supervisors Association (hereinafter referred to as M&Ms) enter into this Memorandum of Agreement (hereinafter "MOA") on this 30th day of November, 2015. The purpose of this agreement is to replace the previous MOA and to maintain the parameters of the department-facilitated competency-based internal testing process, when the City chooses to use such process.

The City and M&Ms agree that the competency-based internal testing process and below Civil Service Rule modification shall apply to the following classification titles represented by M&Ms:

- Water Distribution Supervisor I, II, and III
- Water Production Supervisor I and II
- Supply Systems Supervisor II

This MOA supersedes all other MOAs signed by the parties per the above groups. The title no longer covered is Supply Systems Supervisor I which shall follow standard Civil Service rule testing procedures.

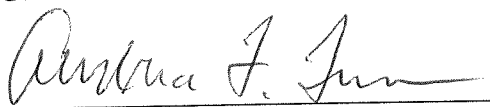
Modifications to the Civil Service Rules are as follows:

1. Civil Service Rule 7 (Eligible Lists). Modify Civil Service Rule 7 to allow for internal eligible lists established for positions allocated to the class titles noted above and to remain in effect indefinitely.

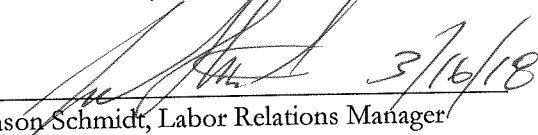
It is agreed that grievances arising from terms and conditions of employment in the City of Saint Paul Civil Service Rules and Salary Plan and Rate of Compensation shall continue to be processed through the procedure outlined in the current collective bargaining agreement between the City and M&Ms. Any grievances arising from alleged violations of the procedures established shall be subject to the Civil Service grievance procedure. However, because both parties acknowledge that the City retains its inherent managerial rights to evaluate and select staff, any concerns regarding the substantive determinations of the Competency Review Panel shall be appealed to the Civil Service Commission as outlined in Civil Service Rule 26.

It is further agreed that this Memorandum of Agreement shall initially be in force until December 31, 2020 and shall automatically renew on an annual basis thereafter unless one of the parties objects to the extension of the MOA thirty (30) days prior to the sunset of the Memorandum of Agreement.

FOR THE CITY

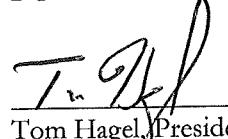


Andrea Turner, Human Resources Director

 3/16/18

Jason Schmidt, Labor Relations Manager

FOR THE UNION



Tom Hagel, President
Manual and Maintenance Supervisors Association

Dated: 3-16-18