MEMORANDUM OF AGREEMENT

Between

THE CITY OF SAINT PAUL

And

AFSCME DISTRICT COUNCIL 5 – CLERICAL, Local 2508

This MOA is entered into by the City of Saint Paul and AFSCME District Council 5 – Clerical, Local 2508 ("Union") for the purpose of providing a one-time "lump sum" payment to eligible employees. The parties recognize the significant economic challenges that the City has encountered and continues to face due to the COVID-19 pandemic. The parties also recognize the positive potential impact of the American Rescue Plan (ARP) funds which have been dispersed to the City for use in combating the effects of the COVID-19 pandemic. Since these ARP funds have been issued without guarantee of future disbursement, the parties agree to the following:

1) Employees who have been continuously employed since January 2, 2021 (Pay Period 2, 2021) through November 19, 2021 (Pay Period 24, 2021) are eligible for a lump sum payment. Continuously employed means the employee must have been in paid status or protected statuses such as, FMLA, USERRA, or Emergency Pandemic Leave (EPL), for some part of each pay period.
2) Part-time employees are eligible for a pro-rated payment.
3) Graduated lump sum payments will be based on the following:
    a. 4% of salary for portion of base wage in primary title up to $25,000; plus
    b. 2% of salary for portion of base wage in primary title between $25,001 - $50,000; plus
    c. 1% of salary for portion of base wage in primary title between $50,001 - $100,000; plus
    d. .5% of salary for portion of base wage in primary title in excess of $100,001
    e. Overtime hours are not included in the calculation of base wage.
4) Lump sum payments will be made by December 31, 2021.
5) Payments are subject to normal withholdings.
6) Payments made under this MOA are not subject to Article 6 Grievance Procedure of the collective bargaining agreement.
7) AFSCME District Council 5 will unconditionally and publicly support the appropriateness of this agreement.
8) This MOA is the result of the current economic conditions and Federal Government's response in assisting units of local government. It sets no precedent and will not be referenced in future negotiations between the parties.

FOR THE CITY:

9/2/21

Jason Schmidt — Date
Labor Relations Manager

FOR THE UNION:

8/23/2021

Jen Guertin, President — Date
AFSCME Clerical, Local 2508

8/27/21

Dane Ryan, Field Representative — Date
AFSCME District Council 5