

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
SAINT PAUL SUPERVISORS' ORGANIZATION (SPSO)**

This Memorandum of Agreement (hereinafter "MOA" is entered into by The City of Saint Paul (hereinafter "City") and SPSO, (hereinafter "Union") for the purpose of establishing an agreement for the ten (10) employees that were on the Public Works SPSO competency eligible lists at the time of the expiration of the Competency Review Board MOA.

The City and Union agree to the following:


1. On December 1<sup>st</sup>, 2022, the City provided notice of objection to continuation of the Competency Review Board MOA under the current terms. At the time the MOA expired there were ten (10) Public Works employees on the Public Works SPSO competency eligible lists:
  - Three (3) employees are on the Public Works Engineering Technician Supervisor competency eligible list and,
  - One (1) employee is on the Civil Engineer IV competency eligible list, and
  - Six (6) employees are on the Assistant City Engineer competency eligible list
2. Effective as of the date of this MOA the City and the Union agree to treat Public Works employees who had been subject to the competency lists under the MOA as if they are on an eligible list and to hold the list open for a period of six (6) months with the option to extend for an additional six (6) months at the discretion of the City as set forth in Civil Service Rule 07.
3. This MOA shall expire on December 31, 2023
4. This MOA sets no precedent.

**FOR THE CITY:**

  
Megan Spriggs  
Labor Relations Manager

3-16-2023  
Date

**FOR THE UNION:**

  
Glen Kadrluk, President  
Saint Paul Supervisors' Organization

3-16-2023  
Date