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

This Memorandum of Agreement is entered into by the City of St. Paul (hereinafter "City") and the Manual and Maintenance Supervisors Association (hereinafter "Union") for the purpose of creating an exception to the pay for holidays worked in Article 14.4 of the Collective Bargaining Agreement. This agreement applies to the Senior Zoo Keeper and Parks Maintenance Supervisor Classifications assigned to the Como Campus section of the Department of Parks and Recreation. Therefore, the parties agree to the following:

1. Employees in the Senior Zoo Keeper and Parks Maintenance Supervisor classification typically work a schedule other than Monday-Friday.
2. For Senior Zoo Keepers and Parks Maintenance Supervisors, holidays shall be observed on the calendar date of the holiday.
3. Holiday benefit shall be paid on the calendar date of the holiday.
4. Employees shall be paid at the rate of time and one-half for time worked on the holiday but shall not be paid at the rate of time and one-half for time worked on the date the holiday is observed by the City.
5. This MOA sets no precedent.
6. This MOA shall run concurrently with the 2026-2028 collective bargaining agreement, and shall renew annually thereafter unless one party provides written notice of the desire to end the MOA prior to its renewal for a subsequent year.

FOR THE CITY:

Jason Schmidt
Jason Schmidt (Aug 18, 2026 15:31:23 CDT)

Aug 18, 2026

Jason Schmidt — Date
Human Resources Deputy Director

Nicki Bohen

Aug 18, 2026

Nicki Bohen — Date
Labor Relations Specialist

FOR THE UNION:

Joe Grau

Aug 18, 2026

Joseph Grau, President — Date
Manual & Maintenance Supervisors Association