MEMORANDUM OF AGREEMENT

Between

The City of Saint Paul

And

Manual & Maintenance Supervisors Association

The Memorandum of Agreement (hereinafter "MOA") applies to the parties below. The MOA may be re-signed by the parties on an annual basis pending agreement of the parties. This MOA shall be in force for the entirety of the pilot program plus six months, or December 31, 2028, whichever comes first. The parties will meet and confer two months prior to the expiration of the term of the agreement.

Definition: In the Street Maintenance division of Public Works, Public Works Supervisor Is (after probation), IIs, IIIs and Field Superintendent(s) will be allowed to volunteer to be placed on the on-call schedule. Employees serving in a temporary Supervisor I, II or III capacity may also volunteer subject to the approval of the Division Manager. In the absence of volunteers, the Field Superintendent(s), Supervisor IIIs then Supervisor IIs, then Supervisor Is shall be assigned to the on-call schedule based on a rotating list ordered by title and then by seniority within each title. The Supervisor assigned to the dispatch office will be placed on a separate winter season weekend and holiday on-call schedule unique to that position. Supervisors on the on-call schedule shall be required to answer a call, text, or email, perform work remotely, and if needed report to the Street Maintenance office to perform necessary field or other work during hours outside their normal work shift. Requirements: If assigned to an on-call shift, Supervisors must ensure they are available to be contacted, have access to their city assigned laptop and phone, and are available to potentially report for duty. Supervisors must return calls within fifteen (15) minutes of receiving a text or voicemail message. If required to return to work, employees must be able to do so within a reasonable time frame.

Qualifications: To be considered qualified, staff on the afterhours on-call list must have:

- Specific knowledge, training and skills to respond to afterhours calls.
- Knowledge, training, and experience to independently address and resolve all types of queries, failures, and emergency situations.
- Ability to recognize hazards and apply appropriate safety and traffic control practices.
- Ability to evaluate risk, make reasonable judgements, and limit liability for the City. Understanding of, and the ability to apply, City, Public Works and Street Maintenance Policies.

Compensation: Public Works Supervisors who are scheduled for an afterhours or holiday on-call shift will receive:

- Monday-Friday (3:30 p.m. – 10:00 p.m.) three (3) hours at one and a half (1.5) times the employee's base pay rate, per day

- Friday to Saturday (10:00 p.m. – 10:00 p.m.) Four (4) hours at one and a half (1.5) times Saturday to Sunday (10:00 p.m. – 10:00 p.m.) Four (4) hours at one and a half (1.5) times the employee's base pay rate, per day.
- Holidays (24-hour period to be defined depending on where holidays falls) Four (4) hours at one and a half (1.5) times the employee's base pay rate, per day. In addition to the above compensation.

Supervisors who are on call and are contacted and report to a worksite shall be granted four hours minimum compensation. If the resolution of the problem takes less than two hours and forty-five minutes, the employees will be paid straight time for their four-hour minimum. If the resolution of the problem takes more than two hours and forty-five minutes, then overtime provisions of the contract will apply.

Supervisors who are on call and are contacted and are able to resolve the issue remotely without reporting to a work site location shall be granted two hours' compensation. Multiple calls occurring within two hours from the start of the first call shall be considered one call back. If an issue takes more than two hours to resolve, the four hours of minimum compensation as stated above will apply.

Supervisors may request this compensation to be paid in Compensatory time. Multiple call backs in a continuous four-hour period will be considered one (1) call back.

Field Superintendent and Supervisor I, II and III Scheduling: Street Maintenance management staff will create a list of employees who will be scheduled for on-call status. Shifts will be filled with volunteers first, then assigned on a rotation based on title and seniority within each title. To ensure continuity of operations, the designated employee for each shift will be communicated in writing at least two business days in advance prior to the start of the assignments(s).

Street Maintenance will establish the dates on-call support is required and communicate the schedule by November 1 and May 1 each year. On-call schedules may be updated by management as needed. Dispatch Supervisor Scheduling: The Supervisor assigned to Dispatch will be on call evenings, weekends and holidays from November 1 through May 1. During periods of stable weather, the supervisor assigned to dispatch and the Division Manager may through mutual agreement remove the supervisor from the on-call schedule.

If a previous engagement exists that renders a supervisor unable to perform on-call duties during their assigned time period to be on-call, it is the employee's responsibility to find a substitute to be on-call for that time period, and the employee's responsibility to get the substitution approved

by Street Maintenance at least one day (24 hours) in advance. If the employee is unable to find a substitute, the employee is expected to respond to any calls for service. If a substitute can be found, the employee will not receive the on-call pay detailed above, and the substitute shall receive the on-call pay.

If an unforeseeable qualifying circumstance exists, that would allow an employee to utilize Earned Sick and Safe Time under the City's Earned Sick and Safe Time Policy, that renders a supervisor unable to perform on-call duties during their assigned time period to be on-call, it is the employee's responsibility to immediately notify their supervisor and state that they are unable to attempt to seek a replacement due to unforeseeable circumstances and their supervisor will seek a replacement.

This agreement supersedes any applicable language in both the Collective Bargaining Agreement as well as any applicable Civil Service Rules.

FOR THE CITY:

Jason Schmidt
Jason Schmidt (Aug 19, 2026 13:31:24 CDT) Aug 19, 2026

Jason Schmidt Date
Deputy Director Human Resources

Aug 19, 2026

Nicki Bohen Date
Labor Relations Specialist

FOR THE UNION:

Joe Grau Aug 19, 2026

Joseph Grau, President Date
Manual & Maintenance Supervisors Association