

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
THE SAINT PAUL SUPERVISORS ORGANIZATION**

The City of Saint Paul (hereinafter “City”) and the Saint Paul Supervisors Organization (hereinafter “Union”) enter into this Memorandum of Agreement (hereinafter “MOA”) for purposes of documenting the employment status of certain classifications represented by the Union.

The City and Union hereby agree that the following terms and conditions apply solely and exclusively to the job classifications of Deputy City Attorney and Supervising Attorney (hereinafter the “Classifications”):

- 1) The Classifications are unclassified positions represented by the Union.
- 2) The Classifications are “at will” appointments. Employees so appointed serve at the pleasure of the City Attorney. Therefore, such employees may be removed by the City Attorney without cause and such removal is not subject to the grievance procedure set forth in the Collective Bargaining Agreement between the City and the Union.
- 3) Employees in the Classifications, who are promoted from attorney classifications represented by AFSCME Legal, and subsequently removed, will be returned to their respective attorney job classification with AFSCME Legal retaining their seniority rights to their AFSCME Legal position per Article 18 of the AFSCME Legal Collective Bargaining Agreement in effect at the date of removal. As of the date of signing of this MOA, Article 18 allows employees promoted to the Classifications to return to previously held job classifications in AFSCME Legal. Employees continue to accrue seniority in their last held classification in the AFSCME Legal Unit during their service in either of the Classifications.
- 4) Unless otherwise negotiated with the Union, it is the City’s intent to maintain the ability of employees in the Classifications to return to their formerly held job classifications in AFSCME Legal.
- 5) Classifications are not subject to the Civil Service Rules under the Union’s Collective Bargaining Agreement and, instead, with regard to such matters shall be governed by the City’s policies and practices relating to its unclassified employees.
- 6) The salary schedule in the Union contract will serve as a reference only for determining the minimum and maximum for the range of salaries for the Classifications. The step movement and performance zone provisions (except as specifically provided in this MOA) normally applied to other job classifications in the bargaining unit shall not apply to employees in the Classifications. Employees in the classifications, who have not yet reached the maximum salary for their job title, shall be entitled to an annual performance evaluation by which the City Attorney shall determine which employees in the Classifications, if any, shall be entitled to a salary increase. This determination shall be based on the employee’s performance evaluation to be conducted annually on the anniversary date of the employee’s appointment to one of the Classifications. Employees receiving a successful performance evaluation will receive a 3% increase of their base salary (subject to the limitation described below); those receiving an unsuccessful evaluation will receive no increase.

Evaluations shall be based upon the substantive judgment of the employee's supervisor and in consideration of performance standards as determined appropriate by the City Attorney.

An employee's base salary shall not be increased above the salary rate maximum for the employee's Classification.

Beginning January 1, 2024, all employees in the classifications will be eligible for longevity increases as set forth in the collective bargaining agreement.

Beginning January 1, 2025, all employees in the classifications, regardless of whether they are at the maximum rate, will be entitled to an annual performance evaluation as set forth in this section 6. The amount of any performance evaluation-based increase that exceeds the maximum salary rate will be paid as a lump sum equal to 50% of the increase amount that exceeds the maximum salary rate.

The substantive judgment of the employee's supervisor regarding the employee's performance shall not be subject to the grievance procedure of the Collective Bargaining Agreement nor shall it be subject to arbitration.

- 7) This MOA applies only to the Classifications and has no other affect on any other classification represented by the Union.
- 8) This MOA shall supersede and replace any prior MOAs between the parties regarding the topics addressed herein.
- 9) This MOA sets no precedent.
- 10) Unless renewed by written agreement of the parties, this MOA shall expire on December 31, 2028.

FOR THE CITY:

Jason Schmidt Jun 26, 2026
Jason Schmidt (Jun 26, 2026 10:02:44 CDT)

Jason Schmidt Date
Deputy Director Human Resources

Nicki Bohen Jun 26, 2026

Nicki Bohen Date
Labor Relations Specialist

FOR THE UNION:

Glen Kadrlík Jun 26, 2026
Glen Kadrlík (Jun 26, 2026 08:34:05 CDT)

Glen Kadrlík, President Date
Saint Paul Supervisors Organization