MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
OPERATING ENGINEERS, LOCAL 49

This Memorandum of Agreement (hereinafter "MOA") is entered by the City of Saint Paul (hereinafter "City") and Operating Engineers, Local 49 (hereinafter "the Union") in order to provide preferred license premium pay for Heavy Equipment Operators (HEO) employees in the Saint Paul Regional Water Services (SPRWS).

The Parties agree that:

1. SPRWS Heavy Equipment Operators employees who have successfully completed the following certification requirements shall have a preferred license premium of $0.75/hour:
    a. 8 hour Hazmat Annual Training.
    b. Herc U Lift Track Mobile classroom training and field competency tests.
    c. Rail Security and Emergency Response training provided by SPRWS.
2. The preferred license premium will be added onto the base wages and shall be paid on all hours worked.
3. The preferred license premiums are available for HEO's at SPRWS when the certification is not a requirement of the position.
4. The certification will require the successful completion of written exams and required hands-on training.
5. This MOA sets no precedent and is not applicable to any other classifications in the union.
6. The MOA shall become effective the pay period following adoption by the City Council and shall run concurrently with the 2023-2025 collective bargaining agreement and shall renew annually thereafter unless one party provides written notice of a desire to end the MOA prior to its renewal for a subsequent year.

FOR THE CITY:

10/3/24

Jason Schmidt — Date
Deputy Director of Human Resources

FOR THE UNION:

10-1-2024

Jonathan Turner, Business Agent — Date
Operating Engineers, Local 49