

MEMORANDUM OF AGREEMENT
Between
THE CITY OF SAINT PAUL
and
PROFESSIONAL EMPLOYEE ASSOCIATION

This Memorandum of Agreement (hereinafter “MOA”) is entered into by the City of St Paul (hereinafter “City”) and the Professional Employees Association (hereinafter “Union”) for the purposes of conducting a comprehensive audit of all St Paul Public Library Employees who received performance-based pay in 2025.

The Employer and the Association agree to the following:


1. Human Resources (HR) shall conduct a comprehensive internal audit of all St Paul Public Library employees who received performance-based pay increases during the 2025 calendar year. The audit will be completed and findings presented to the Union no later than October 1, 2026.
2. The audit will review whether the department followed the process outlined in the agreement. HR will provide the Union with a detailed summary of the audit results.
3. If the audit results determine an employee was mistakenly given an incorrect performance-based pay increase, HR will provide retroactive back pay to the effective date of the 2025 adjustment. Back pay calculations and corrected payroll adjustments will be processed within sixty (60) days of the completion of the audit results given to the Union.
4. The terms of this MOA shall be effective upon signing by both parties and shall expire once the audit has been completed and the results reported to the union.

FOR THE CITY:

FOR THE UNION:


Jason Schmidt (Jun 23, 2026 12:08:54 CDT) Jun 23, 2026

Jason Schmidt Date
Deputy Director Human Resources


Sara Nurmela Jun 23, 2026

Sara Nurmela, President Date
Professional Employees Association


Christy Harriman (Jun 23, 2026 12:07:55 CDT) Jun 23, 2026

Christy Harriman Date
Labor Relations Specialist


Mike Wilde (Jun 23, 2026 12:06:14 CDT) Jun 23, 2026

Mike Wilde Date
Legal Counsel