MEMORANDUM OF AGREEMENT
BETWEEN
THE CTIY OF ST PAUL
AND
AFSCME CLERICAL, LOCAL 2508

This Memorandum of Agreement (hereinafter "MOA") is entered by the City of Saint Paul (hereinafter "City") and AFSCME Clerical, Local 2508 (hereinafter "the Union") in order to provide a shoe allowance for Zookeepers at Como Park Zoo & Conservatory.

The parties agree:

1. The allowance program will allow employees to obtain the boots needed for their positions without having to come out of pocket and wait for reimbursement.
2. Zookeepers will be given an allowance in the amount of $175 annually for boots.
3. The allowance amount will be as follows:
    a. The Employer agrees to pay $175.00 towards a shoe allowance for each employee who is a member of this Unit as of January 1 of each year.
    b. Employees not on the payroll as of January 1 of each year will receive no allowance until the following January 1.
4. This MOA sets no precedent and is not applicable to any other classifications in the bargaining units.
5. The MOA shall be effective upon signing by both parties and renew annually unless one party provides notice of a desire to end.
6. This MOA does not include rubber boots, waders, or other foot related PPE historically provided by the Zoo. The Zoo and Conservatory division will continue to provide these tools/PPE as has been past practice.

FOR THE CITY:

Jason Schmidt
Jason Schmidt (Feb 13, 2026 12:51:35 CST)

Feb 13, 2026

Jason Schmidt — Date
Deputy Director Human Resources

FOR THE UNION:

Jenna Sadjadi (Feb 13, 2026 08:35:04 CST)

Feb 13, 2026

Jenna Sadjadi, President — Date
AFSCME Council 5, Local 2508

Mary Thies

Feb 13, 2026

Mary Thies, Field Representative — Date
AFSCME Council 5