

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
SAINT PAUL MANUAL & MAINTENANCE SUPERVISORS
ASSOCIATION

This Memorandum of Agreement (hereinafter “MOA”) is entered by the City of Saint Paul (hereinafter “City”) and Saint Paul Manual & Maintenance Supervisors Association (hereinafter “the Union”) in order to provide a shoe allowance for Senior Zookeepers at Como Park Zoo & Conservatory.

The parties agree:

1. The allowance program will allow Senior Zookeepers to obtain the footwear needed for their positions without having to pay out of pocket.
2. Senior Zookeepers will be given an allowance in the amount of \$175 annually for footwear.
3. The allowance amount will be as follows:
 - a. The Employer agrees to pay \$175.00 towards a shoe allowance for each Senior Zookeeper 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 become effective upon adoption by council and shall expire December 31, 2025.
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 05/16/2024
Jason Schmidt (May 16, 2024 14:44 CDT)

Jason Schmidt Date
Human Resources Deputy Director

FOR THE UNION:

Joe Grau 05/16/2024

Joseph Grau, President Date
Manual & Maintenance Supervisors Assoc.