

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
AFSCME TECHNICAL, LOCAL 1842

This MOA is entered into by the City of Saint Paul (hereinafter “City”) and AFSCME Technical, Local 1842 (hereinafter “Union”) for the purpose of regrading the following classifications:

| | |
|-----------------------------------|----------------------------------|
| IS Systems Support Specialist III | IS Systems Support Specialist IV |
| DSI Inspector I | DSI Inspector II |
| DSI Inspector III | DSI Fire Inspector I |
| DSI Fire Safety Inspector II | DSI Fire Safety Inspector III |
| Plan Review Examiner I | Plan Review Examiner II |
| Plan Review Examiner III | Video Production Technician |
| GIS Specialist I | GIS Specialist II |

The City recently completed a market study of approximately 125 job titles. The City completed an RFP process and selected Baker Tilly to complete the market study. As part of their research, Baker Tilly made requests for data from over 20 public peers, including metro-area jurisdictions with whom the city competes directly for talent, and several peer communities throughout the Midwest in terms of population and budget. Data was received from 18 of these jurisdictions. Data from three reputable, published surveys was included to represent the private sector. Evaluations were then made of salary ranges at the minimum, midpoint, and maximum of the range.

Based on the results of the study, determinations were made that the classifications listed above will be regraded.

The parties agree:

- 1) Effective the pay period following City Council approval, the following changes will be made:
 - a.) IS Systems Support Specialist III classification will move from the current grade 36T to grade 38T.
 - b.) IS Systems Support Specialist IV classification will move from the current grade 40T to grade 42T.
 - c.) DSI Inspector I classification will move from the current grade 28L to grade 32L.
 - d.) DSI Inspector II classification will move from the current grade 36L to grade 40L.
 - e.) DSI Inspector III classification will move from the current grade 42 to grade 46L.
 - f.) DSI Fire Inspector I classification will move from the current grade 28L to grade 32L.
 - g.) DSI Fire Safety Inspector II classification will move from the current grade 38L to grade 40L.
 - h.) DSI Fire Safety Inspector III classification will move from the current grade 44L to grade 46L.
 - i.) Plan Review Examiner I classification will move from the current grade 30 to grade 32.
 - j.) Plan Review Examiner II classification will move from the current grade 42 to grade 44.
 - k.) Plan Review Examiner III classification will move from the current grade 45 to grade 47.
 - l.) Video Production Specialist classification will move from the current grade 28 to grade 32.
 - m.) GIS Specialist I classification will move from the current grade 30 to grade 32.
 - n.) GIS Specialist II classification will move from the current grade 34 to grade 36.
- 2) The DSI Inspector I classification current salary schedule does not have grade 32L. With this MOA, grade 32L will be added to the salary schedule. The new grade will be:

GRADE 32L

| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| \$27.14 | \$29.50 | \$30.07 | \$30.72 | \$31.15 | \$31.60 | \$32.53 | \$33.46 | \$33.91 | \$34.31 | \$35.75 | \$37.89 |

- 3) The DSI Inspector II classification current salary schedule does not have grade 40L. With this MOA, grade 40L will be added to the salary schedule. The new grade will be:

GRADE 40L

| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| \$33.37 | \$36.34 | \$37.16 | \$37.94 | \$38.79 | \$39.64 | \$40.53 | \$41.44 | \$41.95 | \$42.53 | \$44.35 | \$46.68 |

- 4) The DSI Inspector III classification current salary schedule does not have grade 46L. With this MOA, grade 46L will be added to the salary schedule. The new grade will be:

GRADE 46L

| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| \$39.08 | \$42.71 | \$43.66 | \$44.58 | \$45.59 | \$46.55 | \$47.60 | \$48.70 | \$49.38 | \$50.06 | \$52.11 | \$54.74 |

- 5) Employees will move to the equivalent step in the new grade, which will result in an increase in the employees' hourly wage. Grade changes are neither a promotion, nor a change in job function or level of responsibility. Employees are in the same classification at a different grade.
- 6) Employees in these classifications will not have any changes made to the timing of their step movement.
- 7) This MOA will supersede Appendix A in the collective bargaining agreement for the listed classifications indicated above only.
- 8) This MOA sets no precedent.
- 9) This MOA will become effective the last pay period in December 2025, which is December 27, 2025.

FOR THE CITY:

Jason Schmidt
Jason Schmidt (Nov 13, 2025 07:29:55 GMT+1)

Nov 13, 2025

Jason Schmidt
Deputy Director Human Resources

Date

FOR THE UNION:

Isaac Mielke
Isaac Mielke (Nov 12, 2025 15:34:08 CST)

Nov 12, 2025

Isaac Mielke, President
AFSCME Technical, Local 1842

Date

Dane Ryan
Dane Ryan (Nov 12, 2025 15:50:00 CST)

Nov 12, 2025

Dane Ryan, Field Representative
AFSCME Council 5

Date