

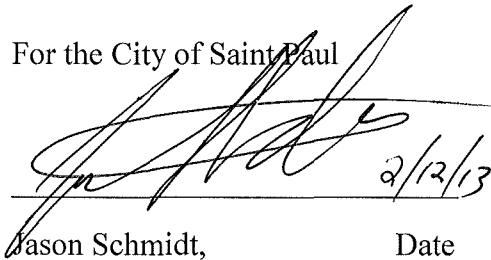
MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF ST. PAUL
AND

CLASSIFIED CONFIDENTIAL EMPLOYEES ASSOCIATION

This memorandum of understanding is entered into between the City of St. Paul ("City") and the Classified Confidential Employees Association ("Association") for the purpose of determining the rate of pay at which Association members will be paid during the period in which they are allowed to work during the evening for their own convenience. The parties agree to the following:

1. On occasion, and for their own convenience, Association members have been allowed to work during evening hours.
2. The St. Paul Salary Plan and Rates of Compensation states that employees who work a regularly assigned shift between the hours of six p.m. and six a.m. are paid a shift differential of 5% for all hours worked between the hours of six p.m. and six a.m.
3. As it is the choice of these employees to work during evening hours, employees who request to work during the night differential time period without being required to do so will not receive night differential pay.

For the City of Saint Paul


Jason Schmidt, 2/12/13
Date

Labor Relations Manager

For the Association


Chris Eitemiller 2/12/13
Date

President, CCEA