

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter "MOU") is made and entered into this 23 day of MAY, 2003, by and between the City of Saint Paul (hereinafter "City"), and the International Association of Fire Fighters, Local 21 (hereinafter "Local 21") to modify Article 16 of the 2002 - 2003 Collective Bargaining Agreement between the City and Local 21.

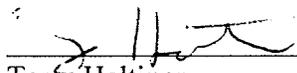
The parties understand and agree to the following:

1. Article 26 of the Collective Bargaining Agreement shall be modified by adding the following:

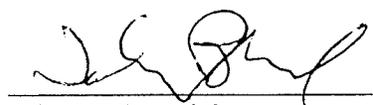
26.8 For any employee who is eligible to receive severance from the City under this Article, the City will contribute the full amount of their severance payment to a post-employment health plan.

This will apply to all Local 21 members who separate from service with the City on or after June 30, 2003.

CITY OF SAINT PAUL


Terry Haltiner
Labor Relations Manager

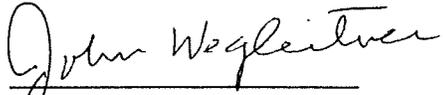
Approved as to form:


John McCormick
Assistant City Attorney

INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS, LOCAL 21


Richard Leitner
President


Tim Wirth
Secretary


John Wegleitner
Treasurer