

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
THE SAINT PAUL POLICE FEDERATION**

This agreement is entered into by the City of Saint Paul (City) and the Saint Paul Police Federation (Federation) for the purpose implementing a wage increase in 2008 for all classifications represented by the Federation. The parties have decided to enter into this agreement based on the fact that the certified final position of both parties in the upcoming interest arbitration on the issue of 2008 wages is identical.

The parties agree that:

1. The bi-weekly rates for all steps on the wage schedules for all classifications represented by the Federation will be increased by 3.25% effective May 1, 2008 (Closest pay period is April 26, 2008) and that these wage rate increases will be implemented and backpay paid as soon as practical.
2. Any member of the bargaining unit who separates employment after the execution of this Memorandum of Agreement will be entitled to backpay based on the aforementioned 2008 wage increase for the period from April 26, 2008 through the date of separation of employment.
3. This MOA is entered into by the parties in part to ensure that the City's application for reimbursement for certain labor costs attributable to the Republican National Convention reflect the appropriate wage rate as of the dates of the Convention.
4. This MOA is strictly related to the 2008 wage increase and has no other effect or sets any other precedent.

On Behalf of the City:

On Behalf of the Union:

Jason Schmidt
Labor Relations Manager

David Titus
Federation President

November 12, 2008

Date

November 12, 2008

Date