MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF SAINT PAUL
AND
THE SAINT PAUL POLICE FEDERATION, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 21, TRI-COUNCIL LOCALS 49, 120 & 363, PROFESSIONAL EMPLOYEES ASSOCIATION, INC.

The City of Saint Paul (hereinafter "City") and the Saint Paul Police Federation, IAFF Local 21, Tri-Council, and Professional Employees Association, Inc. (hereinafter "Unions") enter into this Memorandum of Understanding (hereinafter "MOU") for the purpose of continuing Council Resolution 04-1068 concerning military pay salary differential for City employees who are called to active service in the Reserves or National Guard. Active service is defined in MN Statute Section 471.975 (d).

The parties of this MOU agree that:

1) This MOU will apply only to City employees who are currently on active duty or who are called to serve on active duty in the Reserves or National Guard.
2) This MOU will supplement any article of the collective bargaining agreement covering Military Leave and/or Civil Service Rule 21.
3) This MOU shall be effective on the date of signing by all parties.
4) Employees covered by the MOU will be paid the difference between their City salary and salary while on active military service, so long as their City salary is greater.
5) Employees covered by the MOU will continue to receive the City contribution toward their selected health insurance.
6) Employees covered by this MOU must provide his/her military pay record to the City be eligible for this benefit.
7) This MOU shall be effective for three (3) years - January 1, 2016 – December 31, 2018.
8) This MOU sets no precedent.

FOR THE CITY:

Jason Schmidt,
Labor Relations Manager

Date: 3/7/16

FOR THE UNION:

David Titus, President
Saint Paul Police Federation

Date: 1-27-16

Michael Smith, President
Fire Fighters Local 21

Date: 1/15/16

Troy Gustafson, Business Representative
Tri-Council, Local 120 – General Drivers

Date: 3-4-16

Mark Pothen, Business Representative
Tri-Council, Local 49 – Operating Engineers

Date: 1-15-16

Tom Fox, Business Agent
Tri-Council, Local 363 – Laborers

Date: 1/14/2016

Karin Anderson, President
Professional Employees Association, Inc.

Date: 1/29/2016