

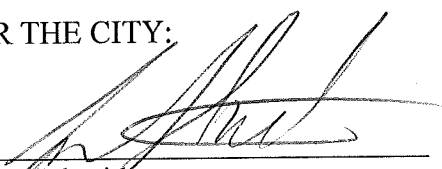
**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF SAINT PAUL
AND
THE SAINT PAUL POLICE FEDERATION,
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 21,
TRI-COUNCIL LOCALS 49, 120 & 363,
PROFESSIONAL EMPLOYEES ASSOCIATION, INC.**

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 two (2) years - January 1, 2019 – December 31, 2020.
- 8) This MOU sets no precedent.


FOR THE CITY:



Jason Schmidt,
Labor Relations Manager


Date: 11/13/18

FOR THE UNION:



David Titus, President
Saint Paul Police Federation


Date: 10-24-18




Michael Smith, President
Fire Fighters Local 21

Date: 10-23-18

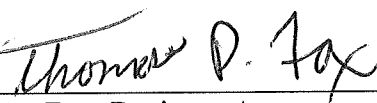
Memorandum of Understanding
Police Federation, Fire Fighters Local 21, Tri-Council and PEA
Military Pay Salary Differential (2019 - 2020)
Page Two


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


Date: 10-10-18


Jonathan Turner, Business Representative
Tri-Council, Local 49 – Operating Engineers

Date: 11-13-2018


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

Date: 11-1-18


Karin Anderson, President
Professional Employees Association, Inc.

Date: 10/16/2018



City of Saint Paul

City Hall and Court
House
15 West Kellogg
Boulevard
Phone: 651-266-8560

Signature Copy

Resolution: RES 18-1953

File Number: RES 18-1953


Approving the 2019 - 2020 Memorandum of Understanding between the City of Saint Paul and Fire Fighters Local 21; Professional Employees Association; Saint Paul Police Federation; and Tri-Council, General Drivers Local 120, LIUNA Laborers Local 363; and Operating Engineers Local 49 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.

RESOLVED, that the Council of the City of Saint Paul hereby approves and ratifies the attached 2019 - 2020 Memorandum of Understanding between the City of Saint Paul and Fire Fighters Local 21; Professional Employees Association; Saint Paul Police Federation; and Tri-Council, General Drivers Local 120, LIUNA Laborers Local 363; and Operating Engineers Local 49 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.

At a meeting of the City Council on 12/5/2018, this Resolution was Passed.

Yea: 7 Councilmember Bostrom, Councilmember Brendmoen, Councilmember Thao, Councilmember Tolbert, Councilmember Noecker, Councilmember Prince, and Councilmember Jalali Nelson

Nay: 0

Vote Attested by 
Council Secretary Trudy Moloney

Date 12/5/2018

Approved by the Mayor 
Melvin Carter III

Date 12/10/2018