MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF ST PAUL
AND
MANUAL & MAINTENANCE SUPERVISORS ASSOCIATION

This Memorandum of Agreement (hereinafter "MOA") is entered by the City of Saint Paul (hereinafter "City") and the Saint Paul Manual and Maintenance Supervisors Association (hereinafter "the Union") in order to provide on-call pay for MMSA employees in the Saint Paul Regional Water Services (SPRWS) Production Division.

The Parties agree that:

1. One (1) Water Production Supervisor I, Water Production Supervisor II, Senior Manager, or Local 70 employee ("Supervisors") will be required to be On-Call each week throughout the year (Monday through Sunday rotation) to respond to work outside of normal business hours.
2. Supervisor on the Water Production On-Call schedule will be required to answer calls and perform necessary work during hours outside their normal work shift and shall be considered "on-call". On-Call pay is paid when an employee is signed up and serving On-Call whether they work or not, except when otherwise ineligible to work (e.g., sick, light duty, etc.)
3. SPRWS management will be responsible for identifying employees who have demonstrated the requisite skillset to fill on-call shifts. Only these employees will be eligible to fill on-call shifts.
4. Supervisors will be allowed to volunteer to be placed on the On-Call schedule. An On-Call sign up process will be conducted quarterly for the following quarter. Sign-ups will be for a period of one (1) week. If weeks are not filled, Supervisors shall be assigned to the schedule based on reverse seniority. All weeks must be filled.
5. The On-Call times and pay amounts will be as follows:
    a. Monday - Friday (approx. 3:30 p.m. - 6:00 a.m.): Three (3) hours at one and one-half (1.5) times the employee's base pay rate, per day.
        i Precise times depend on the on-call employee's working schedule. The general rule is that the employee will be either on-the-clock or on-call for all 24 hours of the day.
    b. Saturdays and Sundays (6:00 a.m. - 6:00 a.m.): Four (4) hours at one and one-half (1.5) times the employee's base pay rate, per day.
    c. Holidays (6:00 a.m. - 6:00 a.m.): Four (4) hours at one and one-half (1.5) times the employee's base pay rate, per day.
6. Employees receiving on-call pay under the terms of this MOA are not eligible for call back pay pursuant to Article 11.2 of the collective bargaining agreement. Instead, in addition to the above on-call compensation, Supervisors who are on-call and are required to physically come into work shall be granted two (2) hours minimum compensation either in compensatory time or overtime for their effort per two hour time period. Callbacks that require the employee to report to work for longer than two hours will be compensated at overtime rates for the actual duration of the callback.
7. Regardless of time of day, if there is a Supervisor, Manager, Assistant Division Manager, Water Quality Supervisor, or other designated staff member onsite and able to respond in such a manner that eliminates the need for scheduled on call supervisor to be contacted, the on-call supervisor is not eligible for call back pay.
8. If another Supervisor or staff member is called in due to lack of an immediate response, and the issue is addressed, the on-call person is not eligible for call back pay.

9. The On-Call process set forth herein does not preclude the potential need for additional Water Production Supervisors to respond outside of normal business hours based on the scope or number of calls/emergencies.
10. If a Supervisor is unable to work all or a part of their On-Call week, it is the Supervisor's responsibility to find a replacement in advance. If an unforeseeable qualifying circumstance exists, that would allow an employee to utilize Earned Sick and Safe Time under the City's Earned Sick and Safe Time Policy, that renders a supervisor unable to perform on-call duties during their assigned time period to be on-call, it is the employee's responsibility to immediately notify their supervisor and state that they are unable to attempt to seek a replacement due to unforeseeable circumstances and their supervisor will seek a replacement.
11. This MOA shall become effective when signed by both parties and run concurrently with the 2026-2028 collective bargaining agreement, and shall renew annually thereafter unless one party provides written notice of the desire to end the MOA prior to its renewal for a subsequent year.
12. This MOA supersedes any applicable language in both the Collective Bargaining Agreement as well as any applicable Civil Service Rules.
13. This MOA sets no precedence.

FOR THE CITY:

Jason Schmidt 09/21/26
Jason Schmidt (Sep 21, 2026 10:13:20 CDT)

Jason Schmidt Date
Human Resources Deputy Director

Nicki Bohen 09/21/26

Nicki Bohen Date
Labor Relations Specialist

FOR THE UNION:

Joe Grau 09/21/26

Joseph Grau, President Date
Manual & Maintenance Supervisors Association