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

The City of Saint Paul (hereinafter "City") and the Manual and Maintenance Supervisors Association (hereinafter "Union" originally entered into this Memorandum of Agreement (hereinafter "MOA") on the 30th day of November 2015. The purpose of this agreement is to replace the previous MOA and to maintain parameters of the department facilitated competency-based internal testing process when the City choses to use such process. The City and the Union agree that the competency-based internal testing process and below Civil Service Rule modification shall apply to the following classification titles represented by the Union:

Water Distribution Supervisor I, II and III
Water Production Supervisor I and II
Supply Systems Supervisor II

This MOA supersedes all other MOAs signed by the parties per the above groups. The title no longer covered is Supply Systems Supervisor I, which shall follow standard Civil Service Rule testing procedures.

Modification to the Civil Service Rules are as follows:

1. Civil Service Rule 7 (Eligible lists). Modify Civil Service Rule 7 to allow for internal eligible lists established for positions allocated to the class titles noted above and to remain in effect indefinitely.

It is agreed that grievances arising from terms and conditions of employment in the City of Saint Paul Civil Service Rules and Salary Plan and Rate of Compensation shall continue to be processed through the procedure outlined in the current collective bargaining agreement between the City and the Union. Any grievances arising from alleged violation of the procedures established are subject to the Civil Service grievance procedure. However, because both parties acknowledge that the City retains its inherent managerial rights to evaluate and select staff, any concerns regarding the substantive determination of the Competency Review Panel shall be appealed to the Civil Service Commission outlined in Civil Service Rule 26.

This MOA shall 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.

FOR THE CITY:

Jason Schmidt
Jason Schmidt (Aug 18, 2026 15:30:54 CDT)
Aug 18, 2026

Jason Schmidt — Date
Human Resources Deputy Director

Nicki Bohen
Aug 18, 2026

Nicki Bohen — Date
Labor Relations Specialist

FOR THE UNION:

Joe Grau
Aug 18, 2026

Joseph Grau, President — Date
Manual & Maintenance Supervisors Association