

MEMORANDUM OF AGREEMENT

between

The City of Saint Paul

and

AFSCME-Legal, Local 3757; Manual & Maintenance Supervisors Association; Operating Engineers, Local 70; Professional Employees Association; & Tri-Council Laborers, Local 132; General Drivers, Local 120; Operating Engineers, Local 49

This Memorandum of Agreement (MOA) is entered into by the City of Saint Paul and the above listed Unions for the purpose of clarifying and enhancing the method by which the City matches employee contributions into Investment Accounts. The terms of this MOA shall be included in the succeeding Collective Bargaining Agreements for all of the above Unions and the City.

Background:

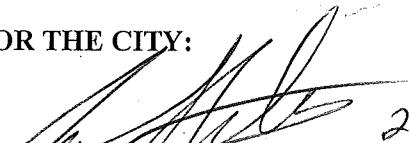
At the time the Deferred Compensation Program was established, there was no provision for Roth (after tax) investment options, since these types of accounts were not yet in existence. As such, the Collective Bargaining Agreements are written for City contributions to be matched only with non-Roth investment accounts.

Additionally, there is currently a look-back requirement in place for all matching contributions, which causes a delay on the City match to employee investments made during the year.

To eliminate these issues, the parties agree to the following:

1. Effective January 1, 2014, the City will match employee investments made into Roth plans available through City-selected financial investment firms, until the dollar limit prescribed by each Bargaining Unit's language is reached. Such dollar limits vary by Bargaining Unit and years of service. As Deferred Compensation, the City's match will be made into a non-Roth account, which is paired with the employee's Roth account.
2. The look-back provisions regarding deferred compensation which is in the Collective Bargaining Agreements will be eliminated. Effective January 1, 2014, the City will match employee contributions on a bi-weekly basis until the dollar limit prescribed by each individual Collective Bargaining Agreement is reached.

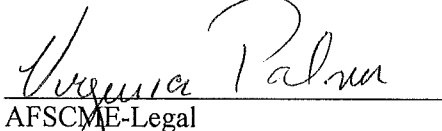
FOR THE CITY:



Jason Schmidt
Labor Relations Manager

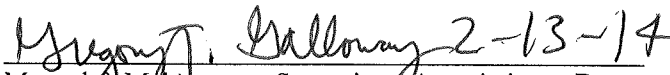
2/28/14
Date

FOR THE UNION:



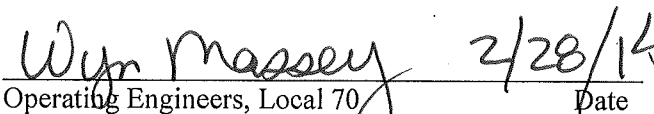
Virginia Palmer
AFSCME-Legal

2/14/14
Date




Gregory J. Gallaway
Manual & Maintenance Supervisors Association

2-13-14
Date




Wyn Massey
Operating Engineers, Local 70

2/28/14
Date



Karin E. Anderson
Professional Employees Association

2/12/14
Date



Thomas P. Fox
Tri-Council Laborers, Local 132

2-13-14
Date



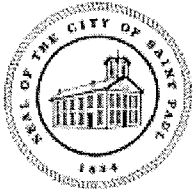
Tom Eichel
Tri-Council General Drivers, Local 120

2/19/2014
Date



Mark D. Kethner
Tri-Council Operating Engineers, Local 49

2-11-14
Date



City of Saint Paul

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

Signature Copy

Resolution: RES 14-420

File Number: RES 14-420

Approving the Memorandum of Agreement regarding the method by which the City matches employee contributions into Investment Accounts, between the City of Saint Paul and AFSCME-Legal, Local 3757; Manual & Maintenance Supervisors Association; Operating Engineers, Local 70; Professional Employees Association; Tri-Council Laborers, Local 132; Tri-Council General Drivers, Local 120; and Tri-Council Operating Engineers, Local 49.

RESOLVED, that the Council of the City of Saint Paul hereby approves and ratifies the attached Memorandum of Agreement between the City of Saint Paul and AFSCME-Legal, Local 3757; Manual & Maintenance Supervisors Association; Operating Engineers, Local 70; Professional Employees Association; and Tri-Council: Laborers, Local 132; General Drivers, Local 120; and Operating Engineers, Local 49 regarding the method by which the City matches employee contributions into Investment Accounts.


At a meeting of the City Council on 3/19/2014, this Resolution was Passed.

Yea: 6 Councilmember Brendmoen, City Council President Lantry, Councilmember Stark, Councilmember Thao, Councilmember Thune, and Councilmember Tolbert

Nay: 0

Absent: 1 Councilmember Bostrom


Vote Attested by
Council Secretary



Trudy Moloney

Date 3/19/2014

Approved by the Mayor



Chris Coleman

Date 3/21/2014