

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
PROFESSIONAL EMPLOYEES ASSOCIATION, INC**

This Memorandum of Agreement (hereinafter "MOA") applies to the parties below until December 31, 2007 with the intention of incorporating it into the collective bargaining agreement if it is acceptable to all parties.

Definition: Employees required by the Employer to be available to answer a page or call, and perform work if necessary during hours outside their normal work shift, shall be considered "on-call." The Employer will establish a written on-call schedule one month prior to implementation. Employees must provide notice of unavailability prior to the issuance of the schedule.

Requirements: If assigned as on-call, employees must ensure they are available to be contacted. Employees must return calls within 30 minutes of receiving a page or voicemail message. If required to return to work, employees must be able to do so within two hours of being contacted.

Compensation: Employees who are on-call will receive \$25 per day for each week day (Monday – Friday) they are assigned on-call. A week day shall consist of the hours from 5:00 pm until 7:00 am the following morning Monday – Friday. Employees who are on-call for each weekend day (Saturday or Sunday) or Holiday as designated by the collective bargaining agreement will receive \$50 per day. A weekend day and Holiday day shall consist of a 24 hour period from 7:00 am until 7:00 am the following morning.


In addition to the above compensation, employees who are on-call and are contacted to resolve a critical information system problem shall be granted two hours minimum compensation either in compensatory time or pay for their efforts per incident. An incident shall begin when the telephone or page is answered and end when the problem is either resolved or further efforts are deemed futile. This means multiple calls regarding the same problem are considered one incident.

If the resolution of the problem takes less than two hours, the employee will be paid straight time for the two hour minimum.

Scheduling: The City will create a list of volunteers who will be scheduled first for on-call status. If insufficient numbers of qualified employees volunteer, the City will assign employees to the list. The City will create an assignment rotation that distributes the on-call assignments as evenly and fairly as is reasonably possible.

This MOA shall apply only to employees in Information Services and will become effective on June 1, 2007. This MOA sets no precedent and shall not effect any other conditions or terms of employment.

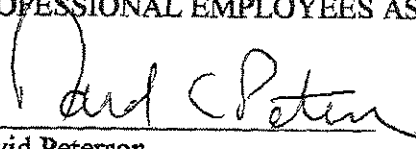
CITY OF SAINT PAUL



Jason Schmidt
Labor Relations Manager

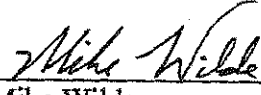
6/18/07
Date

PROFESSIONAL EMPLOYEES ASSOC.



David Peterson
President

6.6.07
Date



Mike Wilde
Business Representative/Legal Counsel

6/06/07
Date