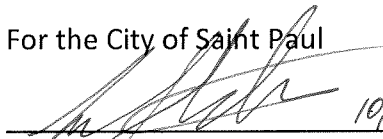


**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CITY OF ST. PAUL  
AND  
PROFESSIONAL EMPLOYEES ASSOCIATION**

This memorandum of understanding is entered into between the City of St. Paul ("City") and the Professional Employees Association ("Association") for the purpose of determining the rate of pay at which Association members will be paid during the period in which they are allowed to work during the evening for their own convenience. The parties agree to the following:

- 1) On occasion, and for their own convenience, Association members have been allowed to work during evening hours.
- 2) Article 6.10 of the collective bargaining agreement states that any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. is eligible for a 5% shift differential.
- 3) As it is the choice of these employees to work during evening hours, employees who request to work during the night differential time period without being required to do so will not receive night differential pay.

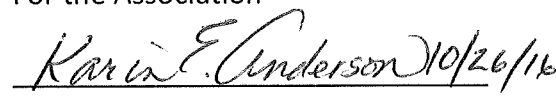
For the City of Saint Paul

  
\_\_\_\_\_  
Jason Schmidt,

10/26/16  
Date

Labor Relations Manager

For the Association

  
\_\_\_\_\_  
Karin Anderson

10/26/16  
Date

President, PEA