


**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF SAINT PAUL
AND
THE SAINT PAUL POLICE FEDERATION,
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 21,
TRI-COUNCIL LOCALS 49, 120 & 363,
PROFESSIONAL EMPLOYEES ASSOCIATION, INC.**

The City of Saint Paul (hereinafter "City") and the Saint Paul Police Federation, IAFF Local 21, Tri-Council, and Professional Employees Association, Inc. (hereinafter "Unions") enter into this Memorandum of Understanding (hereinafter "MOU") for the purpose of continuing Council Resolution 04-1068 concerning military pay salary differential for City employees who are called to active service in the Reserves or National Guard. Active service is defined in MN Statute Section 471.975 (d).

The parties of this MOU agree that:

- 1) This MOU will apply only to City employees who are currently on active duty or who are called to serve on active duty in the Reserves or National Guard.
- 2) This MOU will supplement any article of the collective bargaining agreement covering Military Leave and/or Civil Service Rule 21.
- 3) This MOU shall be effective on the date of signing by all parties.
- 4) Employees covered by the MOU will be paid the difference between their City salary and salary while on active military service, so long as their City salary is greater.
- 5) Employees covered by the MOU will continue to receive the City contribution toward their selected health insurance.
- 6) Employees covered by this MOU must provide his/her military pay record to the City be eligible for this benefit.
- 7) This MOU shall be effective from January 1, 2021 – December 31, 2022 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.
- 8) This MOU sets no precedent.


FOR THE CITY:



Jason Schmidt,
Labor Relations Manager


Date: 12-21-2021

FOR THE UNION:



Mark Ross, President
Saint Paul Police Federation

Date: 12/17/21



Michael Smith, President
Fire Fighters Local 21

Date: 12-20-2021

Memorandum of Understanding
Police Federation, Fire Fighters Local 21, Tri-Council and PEA
Military Pay Salary Differential (2021-2022)
Page Two



Troy Gustafson, Business Representative
Tri-Council, Local 120 – General Drivers

Date: 12-21-2021




Jonathan Turner, Business Representative
Tri-Council, Local 49 – Operating Engineers

Date: 12-15-2021



Tom Fox, Business Representative
Tri-Council, Local 363 – LIUNA Laborers

Date: 12-15-2



Regina Etoll, President
Professional Employees Association, Inc.

Date: 12-16-2021