

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
AFSCME CLERICAL LOCAL 2508

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (City), AFSCME Clerical Local 2508 (Union) for the purpose of establishing tuition assistance, a uniform allowance, and eligibility for consideration for scholarship grants provided grants are funded for Saint Paul Police Department Community Engagement Cadets.

1. This agreement shall only apply to Community Engagement Cadets employed with the Saint Paul Police Department.
2. The City and the Union desire to provide all Community Engagement Cadets tuition assistance towards the completion of the Peace Officer Standards and Training (POST) certification requirements and an annual uniform allowance as specified in this MOA.
3. The provisions of this MOA shall be effective upon signature of all parties.
4. Each Community Engagement Cadet shall receive an annual Uniform allowance in the amount of seven Hundred Eight Dollars and forty-eight cents (\$708.48) towards purchase of required Uniform items as set forth in Appendix A, attached hereto.
5. The City shall provide tuition assistance to Community Engagement Cadets to cover the full cost of tuition for enrollment in six (6) educational credits at Century College or the equivalent at another accredited educational institution as follows:
 - Mental Health First Aid – 8-hour certificate class
 - Juvenile Justice and Delinquency – 3 credits
Course description: This course is an introductory survey of the juvenile justice system with specific coverage of terminology, laws, and procedures unique to the juvenile in the system. This course also covers theories of delinquency, delinquent acts, corrective actions, custody, and disposition.
 - Police and the Community – 3 credits
Course description: This course provides a practical overview of key issues, questions, and concepts related to police interaction with communities. Topic areas include ethics, leadership, diversity, problem solving, and communication.
6. Community Engagement Cadets who successfully complete POST education and skills program requirements and successfully obtain POST certification may also be eligible for consideration to receive a third-party grant funded educational scholarship award provided the funding is available to establish the scholarship grant. This MOA does not guarantee funding will be available to establish the scholarship contemplated herein or that other scholarship funding will be available.
7. In the event the scholarship grant is funded, a Community Engagement Cadet must meet the following criteria in order to be eligible as a candidate for consideration of a scholarship award if available:
 - Proof of completion as a student in a Professional Peace Officer Education Program (PPOE) Skills program recognized by the Minnesota Board of Peace Officer Standards (POST). Coursework must be within the calendar year of 2021 and supported by a certificate of completion from the skills provider.
 - Have completed all Career and Occupation Requirements and all General Education and Elective Requirements to acquire an associate degree in law enforcement through an accredited institution that meets POST academic standards.
 - Currently in the title of Community Engagement Cadet.

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8. Application of the terms of this MOA shall not be grievable.
9. This MOA shall be effective upon signing by both parties and renew annually unless one party provides notice of a desire to end.
10. This MOA sets no precedent.

FOR THE CITY:




 Jason Schmidt
 Labor Relations Manager

3/28/2022

 Date

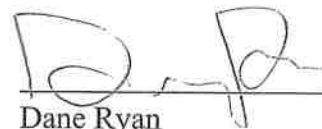
FOR THE UNION:



 Jen Guertin
 AFSCME Clerical Local 2508

3/22/22

 Date



 Dane Ryan
 Business Representative

3/22/22

 Date

APPENDIX A

UNIFORM TYPE	COST PER ITEM	QTY
New Generation 3 Jacket with zip out Primaloft Liner including 3 Line Embroidery and Standard Name Strip	\$174.79	1
5.11 L/s Polo including 3 Line Embroidery and Standard Name Strip	55.40	1
5.11 Men's S/s Polo including 3 Line Embroidery and Standard Name Strip	53.78	1
Cargo Pocket Trousers with Hemming	73.99	2
1/3/4 in Garrison Leather Belt	32.54	1
5.11 ATAC 2.0 8 in Storm Sz	139.99	1
Midway Vinyl Fur Trooper Cap	35.00	1
Khaki Cargo Pocket Shorts with Hemming	25.00	1
Black Leather Gloves	17.00	1
Tee Shirts L/s	15.00	1
Tee Shirts S/s	12.00	1