

MEMORANDUM OF AGREEMENT

between

The City of Saint Paul

and

International Association of Fire Fighters Local 21

This MOA is entered into by the City of Saint Paul (hereinafter “City”) and International Association of Fire Fighters, Local 21 (hereinafter “Union”) for the purpose of revising the previous wage adjustment in the 2023 – 2025 collective bargaining agreement. The parties recognize the benefit to City in the hiring and retention of Emergency Medical Technicians. To attract qualified employees, to promote employee retention, and to preserve labor stability in the workforce, the parties agree to the following:

- 1) Effective at the beginning of the closest pay period following council ratification, the salary ranges indicated below shall supersede Appendix A of the contract as follows in reference to the Emergency Medical Technician title only:

APPENDIX A – HOURLY BASE RATES

Salary ranges applicable to titles covered by this Agreement shall be as shown below:

*All rates are closest pay period

Effective January 1, 2023:	1.5% ATB
Effective July 1, 2023:	2% ATB
Effective January 1, 2024:	2% ATB
Effective July 1, 2024:	2% ATB
Effective January 1, 2025:	2% ATB
Effective July 1, 2025:	1.5% ATB

Salary Schedule

(40 Hour/56 Hour Rates)

EMERGENCY MEDICAL TECHNICIAN (New Title and Grade effective 4/27/2019)

	A	B	C	D	E	F	G	H
	Start	14-mo	3-yr	5-yr	7-yr	10-yr	15-yr	20-yr
Effective	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
01/01/2023	\$19.88	\$20.97	\$22.19	\$23.51	\$24.84	\$26.16	\$27.49	\$28.70
07/01/2023	\$20.28	\$21.39	\$22.63	\$23.98	\$25.34	\$26.68	\$28.04	\$29.27
01/01/2024	\$20.69	\$21.82	\$23.08	\$24.46	\$25.85	\$27.21	\$28.60	\$29.86
07/01/2024	\$21.10	\$22.26	\$23.54	\$24.95	\$26.37	\$27.75	\$29.17	\$30.46

	A	B	C	D	E	F	G
	Start	1-year	1.5-yr	2-yr	2.5-yr	3-yr	4-yr
Effective	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Implementation	\$22.26	\$23.54	\$24.95	\$26.37	\$27.75	\$29.17	\$30.46
01/01/2025	\$22.71	\$24.01	\$25.45	\$26.90	\$28.31	\$29.75	\$31.07
07/01/2025	\$23.05	\$24.37	\$25.83	\$27.30	\$28.73	\$30.20	\$31.54

- 2) Appendix A, which memorializes the salary schedules as noted in #1 above, is incorporated into this MOA and supersedes Appendix A in reference to the Emergency Medical Technicians title in the collective bargaining agreement. Salary schedules for other titles remain unchanged.
- 3) This MOA sets no precedent.
- 4) This MOA will run concurrent with the collective bargaining agreement that expires on December 31, 2025.

FOR THE CITY:

Jason Schmidt

Jason Schmidt (Jul 18, 2024 22:46 GMT+2)

Jason Schmidt
Deputy Director Human Resources

FOR THE UNION:

Mike Smith

Mike Smith (Jul 18, 2024 15:06 CDT)

Mike Smith, President
IAFF Local 21

07/18/2024

Date

07/18/2024

Date