

**MEMORANDUM OF
AGREEMENT
BETWEEN
THE CITY OF SAINT
PAUL
AND
SAINT PAUL FIRE FIGHTERS,
LOCAL 21**

The City of Saint Paul (hereinafter "City") and Saint Paul Fire Fighters, Local 21 (hereinafter "Union") agree to the terms of this Memorandum of Agreement (hereinafter "MOA") which states as follows:

WHEREAS, the City has a need and desire to employ and retain employees trained as paramedics; and

WHEREAS, the City has agreed to pay the costs associated with training employees to be paramedics; and

WHEREAS, the Union seeks uniformity in requirements as to how long new and current employees must retain their paramedic license after the date of hire or date of course completion; and

WHEREAS, the City seeks assurances that employees for whom the City has paid the costs of paramedic school will remain employees of the City following completion of coursework;

NOW THEREFORE, it is agreed as follows:

The City and the Union agree, notwithstanding any provision of the 2021-2022 Collective Bargaining Agreement (or its successor) to the contrary, to the following:

- 1.** Employees in the Firefighter Bargaining Unit ("Represented Employees") who are hired with a current paramedic license, or whose paramedic licensure training is paid for by the City must retain their paramedic licenses for a period of no less than seven (7) years from the date of hire, or the date of paramedic certification, respectively.
- 2.** The City will continue its practice of paying course tuition for Represented Employees who are selected by the City to attend paramedic school while employed by the City.
- 3.** The City may require Represented Employees whose paramedic school tuition is paid for by the City to remain employees of the City for a period of three (3) years following the date of course completion and to sign an agreement obligating them to repay the entire cost of tuition to the City, pro-rated based on the number of years of service completed prior to separation.

4. This MOA does not serve as a guarantee of continued employment, and creates no additional rights beyond what is included in the current collective bargaining agreement and this MOA.

This MOA will supersede the terms of the August 20, 2012 MOU between the parties, with regard to maintenance of paramedic certification for 17C transfers in the 2012 and 2013 17C class.

Represented Employees who are currently eligible to relinquish their paramedic certification based on the terms above must retain their paramedic certification until January 1, 2025.

The terms of this MOA will be effective upon signing and will last for the duration of the successor to the current Collective Bargaining Agreement. It will subsequently renew annually thereafter unless both parties provide notice to end the agreement.

FOR THE CITY:



Toni Newborn
Human Resources Manager

FOR THE UNION:



Mike Smith (Aug 25, 2023 15:05 CDT)

Mike Smith, President
Fire Fighters Local 21

Date: _____

Date: _____