

**LETTER OF AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
ST. PAUL POLICE FEDERATION**

This Memorandum of Agreement (hereinafter “MOA”) is entered by the City of Saint Paul (hereinafter “City”) and the Saint Paul Police Federation (hereinafter “the Union” or “SPPF”) is regarding the length of the eligibility list for the position of Police Officer.

The Parties stipulate that:

1. The position of Police Officer within the City is represented by the SPPF.
2. The parties are subject to a collective bargaining agreement through December 31, 2026.
3. The City and the position of Police Officer are subject to the City of Saint Paul Civil Service Rules.
4. The length of certification to the eligible list for Police Officer for candidates who pass the examination is currently six (6) months under Civil Service Rule 7.
5. The parties may negotiate and agree to terms that vary from the Saint Paul Civil Service Rules.

Therefore the Parties agree that:

6. Effective upon signature, the length of the Police Officer eligible list for new certification will be three (3) months, subject to extension of up to one (1) total year at the discretion of the Director of Human Resources.
7. The length of Police Officer eligible lists already existing at signing will remain subject to Civil Service Rule 7.
8. This agreement will remain in effect through March 31, 2028. It will subsequently renew annually thereafter unless one party provides notice to end the agreement.

**FOR THE CITY:**

**FOR THE UNION:**

*Nicki Bohan* 05/06/26  
Nicki Bohan (May 6, 2026 14:32:13 CDT)  
\_\_\_\_\_  
Nicki Bohan Date  
Labor Relations Specialist

*Mark Ross* 05/06/26  
Mark Ross (May 6, 2026 14:28:20 CDT)  
\_\_\_\_\_  
Mark Ross, President Date  
St. Paul Police Federation









# Eligibility List MOA

Final Audit Report

2026-05-06

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