

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
SAINT PAUL POLICE FEDERATION**

This Memorandum of Agreement (MOA) is entered into by the City of St. Paul (hereinafter "City") and the Saint Paul Police Federation (hereinafter "Union") for the purpose of establishing an additional incentive of personal release time for employees who are assigned as Field Training Officers (hereinafter "FTO") during Saint Paul Police Department Recruit academies.

1. This agreement shall only apply to those employees holding the rank of officer actively working as an FTO providing daily training to recruits on patrol activities.
2. For every full 10-hour shift those FTO's spend training a new recruit in a patrol capacity, they shall earn one hour and 15 minutes (1.25) of release time. Release time shall be accrued at a rate of seven minutes and 30 seconds (7.5) minutes for every hour worked as FTO.
3. In order to be eligible to earn release time, an officer serving as an FTO must be assigned to a patrol district training a new recruit in patrol duties, have been approved by the department for such duty, as well as trained and certified as an FTO by the Training Unit.
4. No Officer shall be permitted to carry a leave time balance in excess of eight (8) days. In the event an officer has earned the maximum accrual of eight (8) days, no further release time shall be earned until the officer reduces the release time balance by using release time in accordance with Department policies and this MOA.
5. These FTOs will still receive the premium described in Article 18.3(b) of the collective bargaining agreement.
6. Earned release time may not be cashed out for financial compensation; the intent of release time is to provide time away from duty.
7. Use of release time is allowable based on staffing at the time of the request.
8. Release time shall not be included in the calculation of overtime hours worked.
9. Application of the terms of this MOA shall not be grievable.
10. This agreement shall not be costed against the Union during negotiation of a successor collective bargaining agreement.
11. This MOA shall be effective upon signing by both parties and renew annually unless one party provides notice of a desire to end.
12. This MOA sets no precedent.

**FOR THE CITY:**

  
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Jason Schmidt  
Labor Relations Manager

4/12/22  
Date

**FOR THE UNION:**

  
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Mark Ross, President  
Saint Paul Police Federation

4/9/2022  
Date