

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
IAFF LOCAL 21**

The City of Saint Paul (hereinafter "City") and IAFF Local 21 (hereinafter "Union") enter into this Memorandum of Agreement (hereinafter "MOA") to establish promotion rights from one classification to another for employees in the following Union represented classifications: Fire Training Assistant, EMS Coordinator, and Fire Captain.

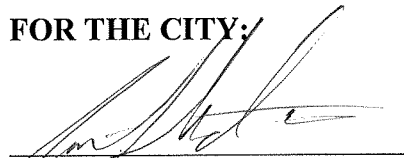
- 1) The City agrees to suspend its interpretation (as defined below) of the promotion rule based on maximum amount of pay and Civil Service Rule 2 to allow employees in the classifications of Fire Training Assistant, EMS Coordinator, and Fire Captain, to claim and apply promotion rights to one of the other classifications detailed in this MOA as long as said employee meets the promotion criteria in Civil Service Rule 14 (two years of current certified service and 2080 hours of service).

City's Interpretation

When a certified City employee who meets the promotion criteria in Civil Service Rule 14 applies for an exam, the maximum (longevity) rate of pay for the employee's title must be compared with the maximum (longevity) rate of pay for the exam title. If the maximum rate of pay for the title the employee holds is higher than the maximum rate of pay for the exam title, the employee change to the new title does not meet the definition of a promotion (Civil Service Rule 2).

- 2) This MOA sets no precedent.

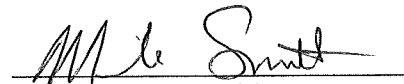
FOR THE CITY:



Jason Schmidt
Labor Relations Manager

12/1/14
Date

FOR THE UNION:



Mike Smith, President
IAFF Local 21

11/26/14
Date