


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

This agreement is entered into by the City of Saint Paul (City) and the Saint Paul Police Federation (Federation) for the purpose of implementing the Field Training Officer (FTO) premium increase agreed to by the parties in Mediation on September 30, 2013.

The parties agree to the following:

1. During mediation, the parties agreed to increase the premium for FTO pay for Police Officers and Sergeants.
2. The parties are currently in Interest Arbitration and an award has not yet been issued.
3. Because a new class of officers has been hired, FTO's are currently needed and are being utilized.
4. Notwithstanding the arbitration, the City and Federation agree to implement the FTO agreement from mediation prior to the conclusion of arbitration.
5. Effective January 1, 2014 (or closest pay period), FTO pay for Police Officers and Sergeants shall be increased to 6% of a Police Officers base salary rate at the 10-year step.
6. The rate used as a base for the premium will be \$34.11
Current base: $\$2,729.08/80 = \34.11
 $\$34.11 \times 1.06 = \36.16
FTO Premium = \$2.05
7. The rate detailed in #6 above is subject to change based on the outcome of the current arbitration. Once an award is issued, backpay will be applied.
8. As part of this agreement, Article 18.8 (Language Interpretation Skills Allowance) is hereby eliminated.
9. This MOA establishes no precedent and will not be referenced by either party in the on-going arbitration proceedings.

On Behalf of the City:

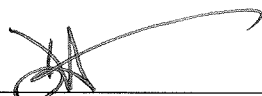


Jason Schmidt
Labor Relations Manager

Date

5/2/14

On Behalf of the Union:



David Titus, President
Saint Paul Police Federation

Date

5-2-14