

MEMORANDUM OF AGREEMENT
Between
THE CITY OF SAINT PAUL
and
SAINT PAUL POLICE FEDERATION

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and St. Paul Police Federation (hereinafter "Union") for the purpose of establishing an on-call schedule.

Definition: At the direction of the Chief of Police, certain sworn federation members will be allowed to volunteer to be placed on the on-call schedule. Employees on the on-call schedule shall be required to answer a phone call or text message, and report to headquarters or a crime scene, to perform necessary work during hours outside their normal work shift and shall be considered "on-call".

Requirements: If assigned as on-call, employees must ensure they are available to be contacted. Employees must return phone calls or text messages within fifteen (15) minutes of the phone call or text message being sent. If required to return to work, employees must be able to do so within forty-five (45) minutes of being contacted.

Compensation: Employees who are on-call during weekdays (Monday thru Friday) will receive one (1) hour of pay at one and one-half (1.5) times the employee's normal hourly pay for each weekday (Monday - Friday) they are on-call. A weekday shall consist of the hours from 4:00 p.m. until 8:00 a.m. the following morning Monday - Friday. Employees who are on-call for each weekend day (Saturday or Sunday) will receive two (2) hours at one and one-half times (1.5) the employee's normal hourly pay per weekend day they are on-call. Employees who are on-call on a holiday will receive three (3) hours of pay at one and one-half times (1.5) the employee's normal hourly pay. A weekend day and holiday shall consist of a period from 8:00 a.m. until 8:00 a.m. the following morning.

In addition to the above compensation, employees who are on-call and are contacted to report to work shall be granted four (4) hours minimum compensation either in compensatory time or overtime for their effort per four (4) hour time period. If the resolution of the problem takes less than two (2) hours and forty (40) minutes, the employee will be paid straight time for the four (4) hour minimum. If the resolution of the problem takes more than two (2) hours and forty (40) minutes, the overtime provisions of the contract will apply.

Scheduling: At the direction of the Chief of Police, designated unit commanders will create a list of employees who will be scheduled for on-call status. This list will follow a rotation based on seniority, as detailed in the collective bargaining agreement, of employees within those assigned unit(s).

If a previous engagement exists that renders an employee unable to perform on-call duties on a day during their assigned week to be on-call, it is the employee's responsibility to find a substitute to be on-call for that day. Any changes to the on-call schedule requires notification to the employee's supervisor. If the employee is unable to find a substitute, the employee is expected to respond to any calls for service. If a substitute can be found, the employee will not receive the daily payment as detailed above, and the substitute shall receive the daily on-call payment.

This agreement supersedes any applicable language in both the collective bargaining agreement as well as any applicable Civil Service Rules. The terms of this agreement shall run concurrently with the 2021 - 2023 collective bargaining agreement and shall renew annually thereafter unless one party provides written notice of the desire to end the MOA prior to its renewal for a subsequent year.

FOR THE CITY:


Megan Spriggs
Labor Relations Manager

3/27/2023
Date

FOR THE UNION:


Mark Ross, President
Saint Paul Police Federation

3/20/2023
Date