

**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 extending the agreement to provide an accelerated entry program for police officers to join the Saint Paul Police Department. The continuing high levels of retirements of police officers and the ever present need to ensure that the Saint Paul Police Department continues to have the experience and quality of workforce needed to efficiently and effectively carry out its mission has necessitated this agreement.

The Saint Paul Police Department Accelerated Entry Program shall operate under the following terms and conditions:

1. To be eligible for this program, the candidate must be currently employed as a law enforcement officer with a minimum of one-year experience in law enforcement and be POST licensed or eligible to be POST licensed.
2. Candidates may also be eligible if they are former Saint Paul Police Department employees who separated employment from the City in good standing and are eligible for re-hire. Such candidates must be POST licensed or eligible to be POST licensed.
3. The discretion to start candidates hired under this program up to and including the five-year step of the Police Officer Wage Schedule in effect at the time of hire shall rest solely with the Chief.
4. Any candidate who starts employment beyond the entry level salary as per #3, must meet the minimum hours required and have satisfactory performance to receive further step advancements per the Civil Service Rules and Saint Paul Salary Plan and Rates of Compensation. In no case will an employee receive a longevity step without first satisfying the years of service requirement.
5. Candidates hired under this program shall be eligible for the medical insurance benefits contained in the collective bargaining agreement commencing with their first day of employment.
6. Seniority is not transferable to the Saint Paul Police Department. Seniority of all candidates hired under this program shall commence with their first date of employment. Candidates hired under #2 will not receive any seniority for previous service with the City.
7. Candidates hired under this program shall be required to undergo standard background, medical and psychological evaluations.

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8. Candidates hired under this program shall successfully complete all physical training requirements, modified academy, modified field training programs and any other requirements for Police Officers as directed by the training unit and successfully complete a one-year probation period.
9. Candidates hired under this program shall be excluded from assignment to other than District patrol positions for a period of three (3) years from their dated of hire. In the event that no other qualified employees are available for assignment to other than District patrol vacancies, the Chief may, at his discretion, assign employees hired under this program.
10. An Administrative Interview Team will be established to interview candidates and make recommendations to the Chief. The Federation Executive Board will appoint one representative to this team.
11. The parties agree that this MOA shall in no manner establish a precedent regarding the interpretation and/or application of the terms of the labor contract, Civil Service Rules, or other legislation governing the transfer and hiring of employees.

The terms of this MOA will be effective upon signing and will last the duration of the current collective bargaining agreement. It will subsequently renew annually thereafter unless one party provides notice to end the agreement.

**On Behalf of the City:**

Jason Schmidt Jan 30, 2024  
Jason Schmidt (Jan 30, 2024 16:39 CST)  
\_\_\_\_\_  
Jason Schmidt Date  
Labor Relations Manager

**On Behalf of the Union:**

Mark Ross Jan 30, 2024  
Mark Ross (Jan 30, 2024 16:27 CST)  
\_\_\_\_\_  
Mark Ross, President Date  
Saint Paul Police Federation