



# City of Saint Paul

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## Signature Copy

Resolution: RES 21-1565

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File Number: RES 21-1565

Amending Civil Service Rule 14 providing promotional rights to Emergency Medical Technicians into the fire fighting group and Community Engagement Cadets into the police group.

WHEREAS, Civil Service Rule 14 governs promotion rights for examinations in certain employee groups; and

WHEREAS, the title of "Emergency Medical Technician" was created in the Saint Paul Fire Department in May of 2019 as a pathway position for the position of Firefighter; and

WHEREAS, creating the classification of Emergency Medical Technician was a way to increase diversity in the Saint Paul Fire Department and allow Emergency Medical Technicians to be better prepared for the role of Firefighter; and

WHEREAS, both the City and the International Association of Firefighters, AFL-CIO Local 21 intended that this title be granted promotional rights when taking a Firefighter examination; and

WHEREAS, the Collective Bargaining Agreement between the City and the union lists the title but excludes it from being a sworn position; and

WHEREAS, the title of Emergency Medical Technician should be included in the Civil Service Rule to afford the intended promotional rights to these employees; and

WHEREAS, the title of "Community Engagement Cadet" was created in June 2020 in the Saint Paul Police Department for the Law Enforcement Career Path Academy (LECPA) participants, as a way of increasing opportunities for young adults who are interested in becoming Saint Paul Police Officers; and

WHEREAS, creating the classification of Community Engagement Cadet offers employment to young adults in our community who face financial and/or other barriers to attending college and finding employment; and

WHEREAS, both the City and the Saint Paul Police Federation intended that this title be granted promotional rights when taking a Police Officer examination; and

WHEREAS, this title should also be included in the Civil Service Rule to grant promotional rights to these employees; now, therefore, be it

RESOLVED, that the Saint Paul City Council adopts the proposed amendment to Civil Service Rule 14 as set forth below and directs the Department of Human Resources to submit this matter to the Civil Service Commission with five days for its consideration.

"For the purpose of this Section 14, the term promotion shall mean:

1. Any appointment from a classified position to any other classified position except

to Parking Enforcement Officer, Community Liaison Officer, Fire Medic Cadet, Emergency Medical Technician, Community Engagement Cadet, and any positions within the sworn Police and Fire Fighting groups, and to any positions within the Non-Represented Management and Legislative Group; and be it:

2. Any appointment from Parking Enforcement Officer, Community Liaison Officer, Community Engagement Cadet, and any classified positions within the sworn Police group to any other classified position in the sworn Police group.
3. Any appointment from Fire Medic Cadet, Emergency Medical Technician, and any classified position in the sworn Fire Fighting group to any other classified position in the sworn Fire Fighting group.

Classified AFSCME Clerical, AFSCME Technical or Sworn Police and Fire Employees who meet the definitions of promotion above may enter an examination on a promotion basis, if they can meet the following requirements:

1. The employee must meet the minimum requirements for the position.
2. The employee must have had a satisfactory performance evaluation rating at the time of the last rating prior to the examination. An employee who has a performance evaluation of "unsatisfactory" shall not be considered a promotional candidate until the employee has received a satisfactory evaluation in accordance with Section 15 of these Rules. The employee shall not be considered a promotional candidate within four months of the date of an unsatisfactory performance evaluation, except in the case of the promotional or transferee probationer found unsatisfactory in performing the duties of the position to which the employee had been certified or transferred. When reinstated to the former position, such probationer shall assume the performance rating received at such former position, and if satisfactory, be eligible for consideration as a promotional candidate.
3. The employee must have held a Classified position or positions for not less than two years prior to the examination date and shall during their tenure with the City have actually served for at least 2080 hours in regular certified appointments with no separation due to discharge, resignation or for periods longer than those fixed by the applicable bargaining unit agreements.

Employment prior to any resignation, or temporary, emergency or provisional employment shall not be counted, except that this latter provision shall not apply in the case of a regular employee who accepts temporary, emergency or provisional employment."

At a meeting of the City Council on 11/10/2021, this Resolution was Passed.

**Yea:** 7 Councilmember Brendmoen, Councilmember Thao, Councilmember Tolbert, Councilmember Noecker, Councilmember Prince, Councilmember Jalali, and Councilmember Yang

**Nay:** 0

**Vote Attested by** Trudy Moloney  
**Council Secretary** Trudy Moloney

**Date** 11/10/2021

**Civil Service Commission** William R. Carter, III

**Date** 11/17/2021

Sue et al: After reading this and talking to Liz Staberg I understand how and why this was written this way (although a complete rewrite might have been better) and am in support without further information or meeting. Mike Banks

I have read the resolution and I approve.

Thank you,  
Stephanie McCauley

Hello

I found it. I applaud this change. The programs are outstanding and are a set of tools to achieve diversity within both departments and provide other career options. If there are no objections and with the consent of the other members, I will be more than happy to authorize my signature to this document. Let me and Sue know.

Thanks

William R. Carter, III