

# MEMORANDUM OF AGREEMENT

between

**The City of Saint Paul**

and

**AFSCME Clerical 2508**

This MOA is entered into by the City of Saint Paul (hereinafter "City") and AFSCME Clerical 2508 (hereinafter "Union") for the purpose of modifying the previously negotiated wage adjustment in the 2023 – 2025 collective bargaining agreement for two classifications in the Police Department. The parties recognize a mutual interest in hiring and retaining individuals in these classifications as part of the Department's goal of using these titles as an entry point into law enforcement careers with the city. To better accomplish that goal and to better reflect the amount of time employees spend in these titles, the parties agree to the following:

- 1) This change will apply to employees in the following classifications:
  - a. Community Engagement Cadet
  - b. Parking Enforcement Officer
- 2) The following structural changes will become effective upon the closest pay period following City Council approval:
  - a.) The City will reduce the number of steps in the salary schedule from eight (8) to five (5).
  - b.) The City will respace steps to better reflect time that employees spend in these titles
  - c.) The salary ranges indicated below shall supersede Appendix A of the contract as follows:  
Community Engagement Cadet (7/1/25 rates)

Step	Rate
Start	21.60
6 month (1,040 hours)	22.50
1 year (2,080 hours)	23.11
2 year (4,160 hours)	24.10
3 year (6,240 hours)	25.49

Parking Enforcement Officer (7/1/25 rates)

Step	Rate
Start	22.12
6 month (1,040 hours)	23.13
1 year (2,080 hours)	23.78
2 year (4,160 hours)	24.73
3 year (6,240 hours)	26.12

- d.) Appendix A, which memorializes the salary schedules as noted in #3 above, is incorporated into this MOA and supersedes Appendix A in the collective bargaining agreement.
- e.) This MOA sets no precedent.
- f.) This MOA will run concurrent with the collective bargaining agreement that expires on December 31, 2025.

**FOR THE CITY:**


  
Jason Schmidt (Jul 23, 2025 13:54:11 CDT)

Jul 23, 2025

Jason Schmidt  
Deputy Director Human Resources

Date

**FOR THE UNION:**

  
Jenn Guertin (Jul 23, 2025 13:41:53 CDT)

Jul 23, 2025

Jennifer Guertin, President  
AFSCME Clerical, Local 2508

Date

## APPENDIX A

Salary ranges applicable to the titles covered by this MOA and originally provided for in the 2023 – 2025 collective bargaining unit shall be amended as shown below:

### Community Engagement Cadet (Based on 7/1/25 rates)

Present Step	Present Rate	Proposed Step	Proposed Rate
Start	18.53		
1 year	19.93		
2 year	20.69		
3 year	21.60	Start	21.60
5 year	22.50	6 month (1,040 hours)	22.50
10 year	23.11	1 year (2,080 hours)	23.11
15 year	24.10	2 year (4,160 hours)	24.10
20 year	25.49	3 year (6,240 hours)	25.49

### Parking Enforcement Officer (Based on 7/1/25 rates)

Present Step	Present Rate	Proposed Step	Proposed Rate
Start	18.93		
1 year	20.38		
2 year	21.19		
3 year	22.12	Start	22.12
5 year	23.13	6 month (1,040 hours)	23.13
10 year	23.78	1 year (2,080 hours)	23.78
15 year	24.73	2 year (4,160 hours)	24.73
20 year	26.12	3 year (6,240 hours)	26.12