

**MEMORANDUM OF  
AGREEMENT  
BETWEEN  
THE CITY OF SAINT  
PAUL  
AND  
SAINT PAUL FIRE FIGHTERS,  
LOCAL 21  
(Fire Supervisors Unit)**

The City of Saint Paul (hereinafter "City") and Saint Paul Fire Fighters, Local 21 (hereinafter "Union") agree to the terms of this Memorandum of Agreement (hereinafter "MOA") which states as follows:

WHEREAS, City and the Union are parties to a collective bargaining agreement that is presently in force for the bargaining unit consisting of sworn Fire Supervisors (the "Labor Agreement"); and

WHEREAS, the Saint Paul Fire Department (the "Department") recently created a job classification entitled EMS Chief; and

WHEREAS, the parties agree that new job classification is properly represented by the Union in the Fire Supervisors Unit; and

WHEREAS, the primary responsibilities for employees working in the new classification are to supervise staff responsible for providing emergency medical services; and

WHEREAS, one of the requirements for a person to be employed in the new job classification is that they are certified as a paramedic; and

WHEREAS, the collective bargaining agreement between the City and Union for the Firefighters Unit contains certain premiums payable to employees who are certified as paramedics; and

WHEREAS, the City and Union have a mutual interest in maintaining a reasonable relationship between the compensation payable to supervisors relative to the employees they supervise;

NOW THEREFORE, it is agreed as follows:

1. The Labor Agreement is hereby amended as provided in Appendix A.
2. Unless the parties subsequently agree in writing, the amendments set forth in Appendix A shall be included in the successor to the Labor Agreement without further negotiation.

3. The wage schedule appended to the Labor Agreement shall be amended to add the new job classification under Grade 46.
4. The Labor Agreement remains in full force and effect, except as expressly modified by Attachment A.

FOR THE CITY:

*Jason Schmidt*

Jason Schmidt (Jun 30, 2025 10:57 CDT)

Jason Schmidt  
Labor Relations Director

Date: 06/30/2025

FOR THE UNION:

*Kyle Thornberg*

Kyle Thornberg, President  
Fire Fighters Local 21

Date: 06/30/2025

## ATTACHMENT A

### 1. Section 3.2 of the Labor Agreement is amended as follows:

Job classes which are within the bargaining unit and covered by this Agreement are as follows:

Deputy Fire Chief  
Deputy Training Chief  
Emergency Medical Services Chief  
Fire District Chief  
Fire Emergency Management & Communications Chief  
Fire Marshal  
Fire Training Officer

### 2. Article 26 of the Labor Agreement is amended as follows:

#### ARTICLE 26-PREMIUM PAY FOR EMT OR EMS CERTIFICATION

##### 26.1 Premium Pay for EMT Certification

Effective **October 1, 2023 (or closest pay period)**, Employees in titles covered by this agreement and who hold Emergency Medical Technician (EMT) certification shall be eligible for the EMT differential in the amount of one percent (1 %) of base rate.

Effective **October 1, 2024 (or closest pay period)** the EMT differential shall be increased by one and one-half percent (1.5%) for a total differential amount of two and one-half percent (2.5%) of base rate.

Effective **October 1, 2025 (or closest pay period)**, the EMT differential shall be increased by one and five-eighths percent (1.625%) percent for a total differential amount of four and one eighth percent (4.125%) of base rate.

##### 26.2 Premium Pay for Paramedic Certification

Any employee who supervises employees assigned to an advanced life support unit shall be paid a differential of eleven and four-tenths percent (11.4%) of his/her base rate.

Only employees who have satisfactorily completed all required Paramedic training shall be eligible for such assignment and pay differential.

The paramedic premiums shall be as follows for employees who have extended service as a paramedic:

14.4% after 3 years of serving as a paramedic assigned to an advanced life support unit and/or supervising such personnel

15.4 % after 5 years of serving as a paramedic assigned to an advanced life support unit and/or supervising such personnel

16.4% after 7 years of serving as a paramedic assigned to an advanced life support unit and/or supervising such personnel

The following "Unassigned Paramedic" premium shall apply to employees certified as a paramedic but who are not assigned to an advanced life support unit or to supervise such personnel:

3 - 5 years: 10.4%

6 - 7 years: 11.4%

7 years+: 12.4%