

# MEMORANDUM OF AGREEMENT

Between

THE CITY OF SAINT PAUL

and

FIRE SUPERVISORY ASSOCIATION INTERNATIONAL ASSOCIATION  
OF FIREFIGHTERS

This Memorandum of Agreement (hereinafter "MOA"), is entered into by the City of Saint Paul (hereinafter "City") and Fire Supervisory Association Local 21 (hereinafter "Union") to establish promotional rights from one classification to another for employees in the following Union represented classifications: Fire District Chief, Emergency Medical Services Chief, and Fire Training Officer.

1. The City agrees to suspend its interpretation (as defined below) of the promotion rule based on maximum amount of pay and Civil Service Rule 2 to allow employees in the classifications of Fire District Chief, Emergency Medical Services Chief, and Fire Training Officer, to claim and apply promotion rights to one of the other classifications detailed in this MOA as long as said employee meets the promotion criteria in Civil Service Rule 14 (two years of current certified service, 2080 hours of service, and satisfactory performance review).

### City's Interpretation

When a certified City employee who meets the promotion criteria in Civil Service Rule 14 applies for an exam, the maximum (longevity) rate of pay for the employee's title must be compared with the maximum (longevity) rate of pay for the exam title. If the maximum rate of pay for the title the employee holds is higher than the maximum rate of pay for the exam title, the employee change to the new title does not meet the definition of promotion (Civil Service Rule 2).

2. This MOA sets no precedent.
3. This MOA shall become effective when signed by both parties and run concurrently with the 2023-2025 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:**

**FOR THE UNION:**

Jason Schmidt 02/17/2025  
Jason Schmidt (Feb 17, 2025 11:51 CST)  
Jason Schmidt, Deputy Director Date  
Human Resources

Kyle Thornberg 02/17/2025  
Kyle Thornberg (Feb 17, 2025 07:09 CST)  
Kyle Thornberg, President Date  
Fire Supervisory Association