

MEMORANDUM OF AGREEMENT

between

The City of Saint Paul

and

International Association of Fire Fighters Local 21

This MOA is entered into by the City of Saint Paul (hereinafter "City") and International Association of Fire Fighters, Local 21 (hereinafter "Union") for the purpose of revising the previous wage adjustment in the 2023 – 2025 collective bargaining agreement. The parties recognize the benefit to City in retaining paramedics. To attract and retention such employees, and to preserve labor stability in the workforce, the parties agree to the following:

- 1) Effective **January 1, 2025** (closest pay period) Article 31.2 will be adjusted as follows:

31.2 Premium Pay for Paramedic

Any employee who is assigned to an advanced life support unit as a Paramedic 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.

Effective **January 1, 2019** the following premiums shall apply:

14.4% after 5 years in program
15.4% after 10 years in program
16.4% after 15 years in program

Effective **January 1, 2022** the following "Unassigned Paramedic" premium shall apply to employees certified as a paramedic but who are not assigned to an advanced life support unit:

5 – 10 years: 10.4%
10 – 15 years: 11.4%
15 years +: 12.4%

Effective **January 1, 2025** the following premiums shall apply:

14.4% after 3 years in program
15.4% after 5 years in program
16.4% after 7 years in program

Effective **January 1, 2025** the following "Unassigned Paramedic" premium shall apply to employees certified as a paramedic but who are not assigned to an advanced life support unit:

3 – 5 years: 10.4%
6 – 7 years: 11.4%
7 years +: 12.4%

- 2) This MOA sets no precedent.
- 3) This MOA will be incorporated into the subsequent collective bargaining agreement.

FOR THE CITY:

FOR THE UNION:

Jason Schmidt
Jason Schmidt (Jul 18, 2024 22:45 GMT+2)

07/18/2024

Jason Schmidt
Deputy Director Human Resources

Date

Mike Smith
Mike Smith (Jul 18, 2024 15:08 CDT)

07/18/2024

Mike Smith, President
IAFF Local 21

Date