

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
THE SAINT PAUL POLICE FEDERATION**

This agreement is entered into by the City of Saint Paul (City) and the Saint Paul Police Federation (Federation) for the purpose of extending the agreement to provide an accelerated entry program for police officers to join the Saint Paul Police Department (SPPD). The continuing high levels of retirements of police officers and the ever present need to ensure that the SPPD continues to have the experience and quality of workforce needed to efficiently and effectively carry out its mission has necessitated this agreement.

The Saint Paul Police Department Accelerated Entry Program shall operate under the following terms and conditions:

1. To be eligible for this program, the candidate must:
 - a. be currently employed as a law enforcement officer or, within the last five years, was employed as law enforcement officer and separated from their prior agency in good standing;
 - b. has a minimum of one-year experience in law enforcement; and
 - c. be POST licensed or eligible to be POST licensed within six months.
2. Candidates may also be eligible if they are former Saint Paul Police Department employees who separated employment from the City in good standing and are eligible for re-hire. Such candidates must be POST licensed or eligible to be POST licensed.
3. The discretion to start candidates hired under this program up to and including Step C of the Police Officer Wage Schedule in effect at the time of hire shall rest solely with the Chief. The SPPD may hire lateral candidates at Step D or Step E, but prior to doing so must meet and confer with the Federation prior to extending an offer. If the Federation objects to the placement of a candidate, the Chief must document the reasons for the placement request and send it to the Human Resources Director for approval.
4. Any candidate who starts employment beyond the entry level salary pursuant to paragraph 3, must meet the minimum hours required and have satisfactory performance to receive further step advancements per the Civil Service Rules and Saint Paul Salary Plan and Rates of Compensation. Except as provided in paragraph 11, in no case will an employee receive a longevity step without first satisfying the years of service requirement.
5. Candidates hired under this program shall be eligible for the medical insurance benefits contained in the collective bargaining agreement commencing with their first day of employment.
6. Years of service are not transferable to the SPPD for the purpose of determining seniority. Seniority of all candidates hired under this program, including former SPPD employees, shall commence with their first date of employment.
7. Candidates hired under this program shall be required to undergo standard background, medical and psychological evaluations.

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8. Candidates hired under this program shall successfully complete all physical training requirements, modified academy, modified field training programs and any other requirements for Police Officers as directed by the training unit and successfully complete a one-year probation period. The one-year probationary period will begin on the first day of the pay period following successful completion of the academy.
9. Candidates hired under this program shall be excluded from assignment to other than District patrol positions for a period of three (3) years from their date of hire. In the event that no other qualified employees are available for assignment to other than District patrol vacancies, the Chief may, at his discretion, assign employees hired under this program.
10. An Administrative Interview Team will be established to interview candidates and make recommendations to the Chief. The Federation Executive Board will appoint one representative to this team.
11. The Chief, at his sole discretion, may make a range adjustment and grant a one-step advancement to any employee who: was hired as a lateral candidate; is at the rank of Police Officer; had prior law enforcement experience before being hired by SPPD which was not previously counted; and has consistently had performance evaluations of "meets expectations" or better. The Chief shall give notice to the Federation at least 14 days prior to implementing a step increase to an employee under this provision.
12. The parties agree that this MOA shall in no manner establish a precedent regarding the interpretation and/or application of the terms of the labor contract, Civil Service Rules, or other legislation governing the transfer and hiring of employees.
13. The provisions of this MOA shall be administered for the legitimate needs of SPPD and in a non-discriminatory manner. Individual step placement or range adjustment decisions shall not be grievable. A grievance may be brought only to contest the overall implementation of this MOA.

The terms of this MOA will be effective upon signing. It may be terminated by either party upon thirty (30) days written notice. Unless terminated, this MOA will last for the duration of the current collective bargaining agreement and it will subsequently renew annually thereafter. If terminated, step placement and range adjustments made prior to the notice of intent to terminate shall remain in effect. If terminated by either party, the January 30, 2024 version of the agreement will continue to apply.

On Behalf of the City:

Jason Schmidt 09/14/26
Jason Schmidt (Sep 14, 2026 14:27:00 CDT)
Jason Schmidt Date
Deputy Director Human Resources

On Behalf of the Union:

Mark Ross 09/14/26
Mark Ross (Sep 14, 2026 14:14:08 CDT)
Mark Ross, President Date
Saint Paul Police Federation