

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF SAINT PAUL
AND
LAW ENFORCEMENT LABOR SERVICES (LELS), Local No. 635
POLICE SUPERVISORY**

The City of Saint Paul (hereinafter "City") and the Law Enforcement Labor Services (LELS), Local No. 635 Police Supervisory (hereinafter "Union") enter into this Memorandum of Understanding (hereinafter "MOU") for the purpose of continuing Council Resolution 04-1068 concerning military pay salary differential for City employees who are called to active service in the Reserves or National Guard. Active service is defined in MN Statute Section 471.975 (d).

The parties of this MOU agree that:

- 1) This MOU will apply only to City employees who are currently on active duty or who are called to serve on active duty in the Reserves or National Guard.
- 2) This MOU will supplement any article of the collective bargaining agreement covering Military Leave and/or Civil Service Rule 21.
- 3) This MOU shall be effective on the date of signing by all parties.
- 4) Employees covered by the MOU will be paid the difference between their City salary and salary while on active military service, so long as their City salary is greater.
- 5) Employees covered by the MOU will continue to receive the City contribution toward their selected health insurance.
- 6) Employees covered by this MOU must provide his/her military pay record to the City to be eligible for this benefit.
- 7) This MOU shall be effective from January 1, 2026 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.
- 8) This MOU sets no precedent.

FOR THE CITY:

Jason Schmidt
Jason Schmidt (Jul 27, 2026 13:31:57 CDT)

Jul 27, 2026

Jason Schmidt,
Deputy Director Human Resources

Date

FOR THE UNION:

Robin Roeser

Jul 27, 2026

Robin Roeser, Business Representative
LELS Police Supervisory

Date