

City of Minneapolis
and
American Federation of State, County, and Municipal
Employees, District Council No. 5, Local Union No. 9,
AFL-CIO (General Clerical and Technical Bargaining
Unit)

LETTER OF AGREEMENT
MPD Police Background Specialist

Whereas, the City of Minneapolis (“City”) and the American Federation of State, County, and Municipal Employees, District Council No. 5, Local Union No. 9, AFL-CIO (General Clerical and Technical Bargaining Unit) (“Union”) are parties (“the Parties”) to a collective bargaining agreement currently in effect; and

Whereas, a job analysis has been conducted that resulted in the creation of the classification of MPD Police Background Specialist, located in the Minneapolis Police Department; and

Whereas, a detailed explanation of the MPD Police Background Specialist can be found in Classification Report 23-124; and

Whereas, the MPD Police Background Specialist has been evaluated at 300 total points and is assigned to Civil Service Grade 6.

Now, therefore, be it resolved that:

1. The Parties will recognize the MPD Police Background Specialist (grade 6, 300 points) as a classification for which the Union is the sole and exclusive collective bargaining representative; and
2. The MPD Police Background Specialist shall be classified as non-exempt; and
3. The following salary schedule will be effective November 22, 2023; and

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
<u>MPD Police Background Specialist</u>	\$27.906	\$29.299	\$30.766	\$32.303	\$33.918

4. This letter represents the entire and complete agreement regarding this matter.

Therefore, the Parties have caused this Letter of Agreement to be executed by their duly authorized representatives, whose signatures appear below.

FOR THE EMPLOYER:

Rasheda Deloney 1/22/2024
Rasheda Deloney Date
Labor Relations Director

FOR THE UNION:

Sarah Maxwell 1/19/24
Sarah Maxwell Date
President, AFSCME Local #9

David Bard 1/19/24
David Bard Date
Field Representative

cc: Timothy Eck, Police Sergeant
Thomas Fox, Human Resources Business Partner
Tammy Hoff, Central Payroll Manager
Brenda Miller, Compensation & Classification Manager
Denise Stresnak, HRIS Manager

**City of Minneapolis
and
American Federation of State, County, and Municipal
Employees, District Council No. 5, Local Union No. 9,
AFL-CIO (General Clerical and Technical Bargaining
Unit)**

**LETTER OF AGREEMENT
Police Records Technician**

Whereas, the City of Minneapolis (“City”) and the American Federation of State, County, and Municipal Employees, District Council No. 5, Local Union No. 9, AFL-CIO (General Clerical and Technical Bargaining Unit) (“Union”) are parties (“the Parties”) to a collective bargaining agreement currently in effect; and

Whereas, a job analysis has been conducted that resulted in an increase in points for the Police Support Technician I in the Minneapolis Police Department; and

Whereas, the Police Support Technician I has been retitled to Police Records Technician; and

Whereas, an explanation of the Police Records Technician point changes can be found in Classification Report 23-85; and

The Police Records Technician has been evaluated at 283 total points and is assigned to Civil Service Grade 6.

Now, therefore, be it resolved that:

1. The Police Support Technician I shall be titled Police Records Technician going forward; and
2. The Police Records Technician shall be classified as non-exempt; and
3. The following salary schedule will be effective July 25, 2023; and

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Police Records Technician</u>	\$26.355	\$27.674	\$30.511	\$30.511	\$32.036			

4. The Parties will recognize the Police Records Technician (grade 6, 283 points) as a classification for which the Union is the sole and exclusive collective bargaining representative and
5. This letter represents the entire and complete agreement regarding this matter.

Therefore, the Parties have caused this Letter of Agreement to be executed by their duly authorized representatives, whose signatures appear below.

FOR THE EMPLOYER:

Rasheda Deloney 1/23/2024
Rasheda Deloney Date
Labor Relations Director

FOR THE UNION:

Sarah Maxwell 12/13/23
Sarah Maxwell Date
President, AFSCME Local #9

David Bard 12/13/23
David Bard Date
Field Representative

CC: Carena Meuwissen, Supervisor Police Support Services
Thomas Fox, Human Resources Business Partner
Tammy Hoff, Central Payroll Manager
Brenda Miller, Compensation & Classification Manager
Denise Stresnak, HRIS Manager

CITY OF MINNEAPOLIS

And

AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES,
DISTRICT COUNCIL NO. 5, LOCAL
UNION NO. 9, AFL-CIO
(General Unit)

LETTER OF AGREEMENT
Case Investigators - MPD

WHEREAS, the City of Minneapolis (“Employer”) and American Federation of State, County and Municipal Employees, district Council No. 5, Local Union No. 9, AFL-CIO, (“Union”) (collectively “the parties”) are parties to a Collective Bargaining Agreement (“Labor Agreement”) that is currently in effect;

WHEREAS, Employer hired temporary Case Investigators to assist sworn officers with investigative duties in the Minneapolis Police Department; and

WHEREAS, The aforementioned employees were hired into their temporary positions through a competitive process; and

WHEREAS, the Minneapolis Police Department secured funding for permanent case investigators to assist sworn officers in the Minneapolis Police Department (“Vacant Positions”); and

WHEREAS, the parties wish to permit the filling of the Vacant Positions with the individuals who were hired as temporary Case Investigators without the City posting the Vacant Positions either for an open list or a restricted list; and

WHEREAS, Rule 1.03 of the Civil Service Rules provides that labor agreements supersede the Civil Service Rules when they overlap;

NOW, THEREFORE BE IT RESOLVED, that the parties agree as follows:

1. This Letter of Agreement creates an exception to Article 7 of the Labor Agreement for the Vacant Positions, and supersedes Civil Service Rules 6 and 7 with respect to the matter addressed herein.
2. Notwithstanding Article 7 of the Labor Agreement and Civil Service Rules 6 and 7, temporary Case Investigators in the Minneapolis Police Department employed with the City of Minneapolis as of January 19, 2024, will be appointed to the Vacant Positions without posting or competitive examination, effective on February 11, 2024.

3. Following the appointment to a Vacant Position as described in Paragraph 2, employees shall serve a three (3) month probationary period in the Vacant Position, which, after meeting and conferring with the Union, may be extended for up to one (1) additional three (3) month period. During the probationary period, an employee may be removed from the position at the discretion of the appointing authority, and such removal shall not be subject to the grievance/arbitration provisions of the Labor Agreement.
4. Employees appointed to a Vacant Position will receive credit towards step movement and city seniority for time served in the Case Investigator position in full time-temporary status.
5. This Letter of Agreement shall not be construed to establish any precedent between the parties and may not be offered as evidence in any grievance or arbitration proceedings, except in a proceeding arising from claims brought under this Letter of Agreement. The parties shall not ever assert or claim that this Letter of Agreement is precedent in any current or future personnel action or administrative procedure or litigation of any kind.
6. The terms of this Letter of Agreement shall not be construed to place any limits on management rights so long as such rights are not in conflict with a stated term of this Letter of Agreement.

THE PARTIES have caused this Letter of Agreement to be executed by their duly authorized representative whose signature appears below:

FOR THE EMPLOYER:

Rasheda Deloney 2/5/2024
 Rasheda Deloney Date
 Director, Labor Relations

FOR THE UNION:

David Bard 2/5/24
 David Bard Date
 Field Representative

Sarah Maxwell 2/5/24
 Sarah Maxwell Date
 President, AFSCME Local #9