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**CITY OF MINNEAPOLIS**

**And**

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

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**LETTER OF AGREEMENT**

HR Associate

**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**, the Minneapolis Human Resources Department (“HR”) has experienced over 40% turnover in 2022 and year-to-date 2023; and

**Whereas**, the Minneapolis City Council has approved an eight percent (8%) base pay increase for appointed and non-represented HR staff to improve attraction and reduce turnover; and

**Whereas**, the Union is the exclusive representative for the HR Associate job classification; and

**Whereas**, employees in the job HR Associate are part of HR; and

**Whereas**, the Parties would like the 8% base pay increase be extended to HR Associates;

**Now, therefore, be it resolved that:**

1. The following salary schedule for HR Associates will be effective July 2, 2023; and

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
HR Associate	\$28.463	\$29.888	\$31.382	\$32.952	\$34.599

2. This letter represents the full and complete agreement regarding this matter.

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

