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)

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.

FOR THE EMPLOYER:

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Rasheda Deloney Director Labor Relations

7/18/2023 Date

FOR THE UNION:

WINTID 7/18/23 Sarah Maxwell Date President, AFSCME Local #9 7/18/23 David Bard Date

Field Representative

cc: Nikki Odom, Chief Human Resources Officer Ricka Stenerson, Total Compensation Director Brenda Miller, Compensation & Classification Manager