

ATTACHMENT "E"

CITY OF MINNEAPOLIS

And

**MINNEAPOLIS CITY
SUPERVISORS ASSOCIATION
(Supervisors Unit)**

LETTER OF AGREEMENT
CRESIP Supervisory Factor Study Group

WHEREAS, the City of Minneapolis (hereinafter "Employer") and the Minneapolis City Supervisors Association (hereinafter "Association") are parties to a Collective Bargaining Agreement (hereinafter "Parties"); and

WHEREAS, the Parties desire to study the current application of the City's "supervisory factor" in its classification system, known as CRESIP; and

WHEREAS, the Parties desire to have a "supervisory factor" that reflects the actual complexity of the required supervisory function; and

WHEREAS, the "supervisory factor" issue extends beyond the interests of the Parties;

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

1. The parties will create a committee to address this issue, which has equal number of supervisory representation (whether in the MCSA unit or not) and Human Resource/Department representation.
2. The committee will specifically address the current "supervisory factor" definition which states: This factor measures the degree to which the incumbent is required to plan, organize, direct or supervise the work of others in the organization. In rating positions on this factor, it is intended that consideration be given to the extent of the supervisory responsibility in terms of the total number of employees under the line control of the position being

evaluated, whether such employees are supervised directly or through subordinate supervisors. A rating scale for this factor has been developed. **Note: Only budgeted FTE's are given consideration on this factor; credit is not given for oversight of non-City employees, i.e., permit or temporary employees, interns, or contract personnel.**

3. The committee will make specific recommendations to the City's Human Resources Department regarding its findings.

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

FOR THE CITY:

FOR THE ASSOCIATION:



Timothy O. Giles
Date
Director, Employee Services

8/6/08
Date



Laura L. Spartz
Date
Labor Counsel, MCSA

8/6/08
Date