CITY OF MINNEAPOLIS

and

MINNEAPOLIS CITY
SUPERVISORS ASSOCIATION
(SUPERVISORS UNIT)

LETTER OF AGREEMENT
CLARIFICATION OF CLASSIFICATION SENIORITY FOR EMPLOYEES WITH THE SAME CLASSIFICATION DATE DUE TO THE RECLASSIFICATION OF A GROUP OF EMPLOYEES

RECITALS

WHEREAS, the City of Minneapolis (hereinafter "Employer") and the Minneapolis City Supervisors Association, (hereinafter "Association") are parties to a collective bargaining agreement that is currently in force; and

WHEREAS, the Parties desire to recognize original certification dates of multiple incumbents in titles that have been reclassified for purposes of layoff; and

WHEREAS, the current collective bargaining agreement of the Parties regarding Position Audit Studies in Section 6.07, Subd. 1, states that
"The effective date of the reclassification for pay and seniority purposes shall be the date upon which the involved employee submitted a request for reclassification ...."; and

WHEREAS, this language has resulted in multiple incumbents in a single classification having certification dates adjusted to the same date; and

WHEREAS, this would lead to City Seniority rather than classification seniority being the determining factor in the event of layoffs;

AGREEMENT

NOW, THEREFORE, IT IS HEREBY AGREED:

The Parties agree that in situations where multiple incumbents have the same classification dates due to reclassification or reevaluation of their classification title, that the City will use the previous classification certification date for each incumbent to that

title, provided there are no other incumbents in the title, whether or not there was a title or grade change, for the purpose of layoffs in that classification.

In situations where the above identified change(s) occur where there are incumbents, the newly classified group shall be a separate group at the bottom of the seniority list. For this group, distinctions made for layoff purposes, shall be the classification date in the title from which the employee was reclassified.

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

FOR THE CITY OF MINNEAPOLIS	**FOR THE ASSOCIATION**
3/27/09	3-27-09
Timothy Q. Giles Date	Laura Spartz Date
Director, Employee Services	Labor Counsel, MCSA