

**CITY OF MINNEAPOLIS**  
**and**  
**Minneapolis Professional Employees Association**

**LETTER OF AGREEMENT**

**Whereas**, the City of Minneapolis (hereinafter, "City") and the Minneapolis Professional Employees Association (hereinafter, "Union") are parties to a collective bargaining agreement; and

**Whereas**, a classification study has resulted in the identification of a new classification, Research Associate, that holds a community of interest with other classifications in this union; and

**Whereas**, the new classification of Research Associate has been assigned to Civil Service Grade Level 8 with 383 points in the Staff Assistance Promotional Line, FLSA status Exempt; and

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

1. The position of Research Associate, grade 8, be recognized by the parties as a classification for which the Union is the sole and exclusive certified collective bargaining representative; and
2. The following salary schedule has been negotiated for Research Assistant, grade 8 with 383 total points, effective July 1, 2009 & at the beginning of the payroll period that includes June 1, 2010:

Beginning of the payroll period that includes July 1, 2009

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Research Associate	47,021	49,600	52,177	54,909	57,828	61,452	65,075

Beginning of the payroll period that includes June 1, 2010

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Research Associate	48,102	50,741	53,378	56,172	59,158	62,865	66,571

3. This letter represents the full and complete agreement in regards to this matter.

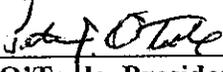
**Now therefore, the Parties have caused this Letter of Agreement to be executed by their duly authorized representatives whose signatures appear below.**

**For the City:**

By:   
 Timothy Giles, Director, Employee Services

Dated: 7/16/09

**For the Union:**

By:   
 Peter O'Toole, President, MPEA

Dated: 7/14/09

cc: Becky McIntosh, MDHFS  
 Patricia Harrison, MDHFS  
 Roberta Hawkins, HRG  
 HRIS (CPE 29) Crystal DeJarlais/Barbara Payton  
 Lisa Brown, Central Payroll  
 Mike Hebner/Betty Stanifer, Classifications