

**CITY OF MINNEAPOLIS  
and  
American Federation of State, County, and  
Municipal Employees, District Council No. 5,  
Local Union No. 9, AFL-CIO (General Clerical  
and Technical Bargaining Unit)**

**LETTER OF AGREEMENT  
Step Progression**

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

**Whereas**, the parties reached a tentative agreement for the successor agreement to the 2011 – 2012 Collective Bargaining Agreement; and

**Whereas**, the tentative agreement included a change to Article 9, Section 9.02, Pay Progression, which delayed Step Progression for six (6) months in 2014, 2015, and 2016 with a return to 2013 Step dates in 2017; and

**Whereas**, the parties have agreed to void the delay in 2014, 2015, and 2016;

**Now, therefore,**

**Be It Resolved**, that Article 9, Section 9.02, Pay Progression will be unchanged except to allow regular pay progression on the employee's anniversary date of entry into the employee's classification title, if eligible; and be it further

**Resolved**, that all other terms and conditions shall remain in effect as negotiated.

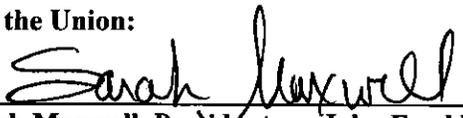
This letter represents the full and complete agreement in regards to this matter.

**For the City:**

By:   
Timothy Giles, Director, Employee Services

Dated: 1/31/14

**For the Union:**

By:   
Sarah Maxwell, President; or John Ewaldt,  
Business Representative

Dated: 1/30/14