
CITY OF MINNEAPOLIS
and
Minneapolis Professional Employees Association

LETTER OF AGREEMENT
Upgrade of Health Inspector I's to Health Inspector II
Without Competitive Examination

WHEREAS, the City of Minneapolis (hereinafter, "City") and Minneapolis Professional Employees Association (hereinafter, "Union") are parties to a Collective Bargaining Agreement that is currently in force;

NOW, THEREFORE, it is agreed to allow a Health Inspector I to become a Health Inspector II without a competitive examination under the following conditions:

1. The Health Inspector I has achieved the necessary requirements of a Health Inspector II, including all education, experience, licenses, and certifications for a Health Inspector II in Food, Lodging, and Pools or for a Health Inspector II in Lead Risk Assessment;
2. The Health Inspector I has demonstrated satisfactory performance for at least a year. A Health Inspector I who has not been the subject of a Performance Improvement Plan for at least one year shall be deemed to have been performing satisfactorily;
3. A Health Inspector I, upon completion of the requirements of items 1 and 2 above, shall be recommended for the advancement from Health Inspector I to the position of Health Inspector II by their immediate supervisor to the Director of Environmental Health of the Minneapolis Health Department;
4. The Director of Environmental Health shall approve the transaction advancement to Health Inspector II of any Health Inspector I who meets the qualifications for advancement;
5. Health Inspector I's who believe they qualify with the appropriate certifications and/or licenses and who believe they have satisfactorily performed for a year but who are not recommended may appeal to the Director of Environmental Health;
6. Upon appeal the Director of Environmental Health shall meet with the Health Inspector I and allow the employee to provide verbal and/or written evidence supporting the appeal;
7. Following the submission of evidence, the Director of Environmental Health shall render a written decision within 14 days to allow or deny the employee's advancement to Health Inspector II;
8. Health Inspector I's who are denied advancement to Health Inspector II by the Director of Environmental Health at any step in the above process, items 4 through 7, may appeal to the Administrative Leave Appeals panel pursuant to Section 5.05;
9. Such upgrade shall strictly follow the promotional 5% rule as stated in Section 10.01, Subd 1, provided the upgraded employee may not negotiate a salary higher than the salary determined using the 5% rule;
10. The Department's Human Resources Generalist shall review all upgrades for accuracy;
11. The Director of Environmental Health and the Department's Human Resources Generalist shall be responsible for communicating to the City's Human Resources Department all job changes;

12. The City and the Union agree that this represents the full and complete agreement of the parties regarding the upgrade of a Health Inspector I to Health Inspector II without competitive examination.

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

FOR THE CITY:

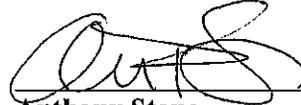


Timothy Giles Date
Director, Employee Services 5/5/15



Gretchen Musicant Date
Commissioner of Health 5/8/15

FOR THE UNION:



Anthony Stone Date
President, MPEA 4/29/15



Duane Johnson Date
Attorney for MPEA 4/22/15