

**CITY OF MINNEAPOLIS
and
AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, DISTRICT COUNCIL NO.5,
LOCAL UNION NO. 9, AFL-CIO
(General Office and Technical Unit)**

**LETTER OF AGREEMENT
Promotion of Inspector Environmental I to Inspector Environmental II**

WHEREAS, the City of Minneapolis (hereinafter, the "City") and American Federation of State, County and Municipal Employees (hereinafter, the "Union") are parties (jointly, the "Parties") in a collective Bargaining Agreement (hereinafter, the "Agreement") that is currently in force; and

WHEREAS, the Parties desire to allow for the promotion of employees in the title of Inspector Environmental I to the title of Inspector Environmental II upon the successful completion of certain pre-identified requirements;

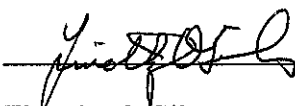
NOW, THEREFORE, the Parties agree to allow an employee in the title of Inspector Environmental I to be promoted to an Inspector Environmental II without a competitive examination under the following conditions:

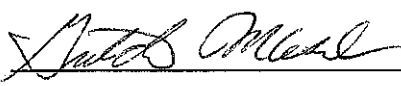
1. The employee has achieved the necessary requirements of an Inspector Environmental II, including all education, experience, licenses, and certifications for an Inspector Environmental II in Environmental Services;
2. The employee has passed probation and demonstrated satisfactory or better performance for at least a year;
3. The employee, upon completion of the requirements of items 1 and 2 above, shall be recommended for promotion from Inspector Environmental I to the position of Inspector Environmental 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 promotion to Inspector Environmental II of any employee who meets the qualifications for advancement;
5. An employee who believes he/she qualifies with appropriate certifications and/or licenses and who believes he/she has satisfactorily performed for a year but who is not recommended by his/her supervisor may appeal to the Director of Environmental Health;
6. Upon appeal the Director of Environmental Health shall meet with the employee and allow the employee to provide verbal and written evidence supporting the appeal;
7. Following the submission of evidence, the Director of Environmental Health shall render a written decision within fourteen (14) days to allow or deny the employee's advancement to Inspector Environmental II;

8. An Inspector Environmental I who is denied advancement to Inspector Environmental II by the Director of Environmental Health at any step of the above process, i.e., items 4 through 7, may appeal using the grievance process pursuant to Section 4.01 of the Agreement;
9. The Department's Human Resources Generalist shall review all upgrades for accuracy;
10. 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;
11. The Parties agree that all conditions regarding "promotion" shall apply to the employee;
12. This Letter of Agreement represents the full and complete agreement of the parties regarding the promotion of an Inspector Environmental I to Inspector Environmental 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 OF MINNEAPOLIS:

 12/14/16
Timothy O Giles Date
Director, Employee Services

 12/12/16
Gretchen Musicant Date
Commissioner, Minneapolis Health Department

FOR THE UNION:

 12/12/16
Sarah Maxwell Date
President, AFSCME Local 9