

CITY OF MINNEAPOLIS

And

MINNEAPOLIS CITY
SUPERVISORS ASSOCIATION

LETTER OF AGREEMENT
Vacation and Sick Leave Frontload

WHEREAS, the City of Minneapolis (hereinafter “City”) and the Minneapolis City Supervisors Association (hereinafter “Union”) are parties to a Collective Bargaining Agreement (“Labor Agreement”) that is currently in force.

NOW, THEREFORE, it is hereby agreed to amend Articles 10 and 14 as follows:

Section 10.04, Subdivision B, of the Labor Agreement is amended as follows:

B. Exempt Employees.

~~Eligible probationary employees shall be granted six (6) vacation days on their first day of employment and six (6) vacation days after six (6) months of employment.~~

Eligible probationary employees shall be granted the equivalent of one-twelfth (1/12) of their annual allotted vacation ~~(1) vacation day per month~~ for each month or partial month of the calendar year in which they are hired for their use ~~on~~ on following their first day of employment. Thereafter, they shall be considered as eligible regular employees for the purposes of vacation accrual.

YEARS OF CITY SERVICE	VACATION DAYS
1 to 4	12
5 to 7	15
8 to 9	16
10 to 15	18
16 to 17	21
18 to 20	22
21+	26

Effective each January 1st, eligible employees shall be credited with a full yearly allotment of vacation leave. The amount credited on January 1st of each year shall be determined by the level of credited continuous service an employee will have achieved as of December 31st of that year. Should an employee separate from City service prior to December 31st, vacation eligibility shall be based on a monthly proportion of the yearly allotment.

Should the employee separate from the City during the year having used in excess of the prorated accrual for actual time worked, the employee shall be required to refund any usage in excess of the prorated accrual value.

1. Section 14.03 of the Labor Agreement is amended as follows:

Section 14.03 - Eligibility, Accrual and Calculation of Sick Leave


- A. Non-Exempt Employees. If permanently certified employees who regularly work more than half time per week, are absent due to illness, such absences shall be charged against their accumulated accrual of sick leave. Sick leave pay benefits shall be accrued by eligible employees at the rate of twelve (12) days per calendar year worked and shall be calculated on a direct proportion basis for all hours of credited work time other than overtime.
- B. Exempt Employees. If permanently certified Employees who regularly work more than half time, are absent for a full day due to illness, such absences shall be charged against their accumulated accrual of sick leave. Sick leave shall begin on the first full workday an employee is absent from duty due to illness. Sick leave pay benefits shall be credited to eligible employees at the rate of twelve (12) days per calendar year worked. ~~Eligible probationary employees shall be granted six (6) sick days on their first day of employment and six (6) sick days after the first six (6) months of employment.~~ Eligible probationary employees shall be granted the equivalent of one (1) sick day per month for each month or partial month of the calendar year in which they are hired on their first day of employment. Thereafter, they shall be considered as eligible regular employees for the purposes of sick leave accrual.

Eligible employees shall be granted a full year of sick leave on January 1st of each year. Should an employee separate from City service, sick leave eligibility shall be based on a monthly proportion of the yearly allotment.

The terms of this agreement shall be incorporated into the Collective Bargaining Agreement as appropriate without additional negotiations.

THE PARTIES have caused this Letter of Agreement to be executed by their duly authorized representative whose signature appears below:

FOR THE EMPLOYER:

DocuSigned by:

 7A638F07EF10453...
 Rasheda Deloney
 Director, Labor Relations

02/09/2026
 Date

FOR THE UNION:

Signed by:

 05EE20E9577D4A6...
 Jim Michels
 Legal Counsel

02/09/2026
 Date