CITY OF MINNEAPOLIS

AND

MINNEAPOLIS PROFESSIONAL EMPLOYEES ASSOCIATION

LETTER OF AGREEMENT

Public Health Mental Health Counselor Promotion

WHEREAS, the City of Minneapolis ("Employer") and the Minneapolis Professional Employee Association, ("Association") (collectively "Parties") are parties to a collective bargaining agreement ("Agreement") currently in effect; and

WHEREAS, the Association represents the classifications Public Health Mental Health Counselor I and Public Health Mental Health Counselor II; and

WHEREAS, the Employer desires to offer advancement opportunity for qualified employees;

NOW THEREFORE, it is agreed that the Department Head may promote a Public Health Mental Health Counselor I to a Public Health Mental Health Counselor II without a competitive examination under the following conditions:

- 1) The employee must be licensed in the State of Minnesota for one or more of the below:
 - Licensed Marriage & Family Therapist (LMFT)
 - Licensed Independent Clinical Social Worker (LICSW)
 - Licensed Psychologist (LP)
 - Licensed Professional Clinical Counselor (LPCC)
- 2) The employee must hold a master's degree from an accredited college/university in Counseling, Psychology, Clinical Social Work, Marriage and Family Counseling, or equivalent.
- 3) The employee must have at least three years of experience working with adolescents.
- 4) The employee must meet all knowledge, skills, and abilities required for the position.
- 5) The employee has demonstrated satisfactory or better performance in the last three years;
- 6) Should the requirements in items 1 through 5 be met, the Department Head may promote a current Public Health Mental Health Counselor I to a Public Health Mental Health Counselor II.
- 7) The Department Head shall have sole discretion regarding promotion to Public Health Mental Health Counselor II, as described in this Letter of Agreement, based on department needs. This decision shall not be subject to the grievance procedure.

- 8) The promoted employee shall not be able to negotiate an increase above the 5% rule as stated in Section 10.03, Subd.1.
- 9) The Parties agree that this represents the full and complete agreement regarding promotion without competitive examination from the Public Health Mental Health Counselor I to Public Health Mental Health Counselor II.
- 10) Except as otherwise provided herein, all other provisions of the Agreement remain in effect.

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

FOR THE EMPLOYER:

10/30 Valerie Darling Date

Valerie Darling Interim Director Labor Relations

FOR THE ASSOCIATION:

10/16/2020 Arhule-Kosmas Julie Piwoschuk-Kosmas Date President, MPEA

Kunt Enis 10-29-20

Kurt Errickson Business Representative

Date

cc: Lisa Westman, Human Resources Robin Howard, Classifications Brenda Miller, Compensation & Classifications Holland Atkinson, Labor Relations Gretchen Musicant, Health Department