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**CITY OF MINNEAPOLIS**

**AND**

**MINNEAPOLIS PROFESSIONAL  
EMPLOYEES ASSOCIATION**

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**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.

