WHEREAS, The Minneapolis Park and Recreation Board (hereinafter “Employer”) and AFSCME Local 3279 (hereinafter “Union”) are parties to a Collective Bargaining Agreement (hereinafter “Agreement”) that is currently in force; and

WHEREAS, the current competency pay schedule differs from the previous schedule;

WHEREAS, The Parties agree that the transition to the new schedule will be as follows:

1. All current employees will remain at the former competency pay rate until they reach a new competency level. When an employee reaches a new competency level they will transition into the new scale. The new scale is as follows:
   - Level 1 - $.65
   - Level 2 - $.65 - $1.30 total
   - Level 3 - $.75 - $2.05 total
   - Level 4 - $.75 - $2.80 total
   - Level 5 - $.75 - $3.55 total

2. Any current employee who reaches their next competency level before May 1, 2019 will receive the negotiated amount listed above for their next step, then will fall into the overall scale above upon reaching any additional competency levels.

3. Employees may advance one competency level per calendar year. For example, if an employee reaches competency level 1 on June 1, 2019, they are eligible to reach competency level 2 on June 1, 2020.

The Parties have caused this Letter of Agreement to be executed by their duly authorized representative whose signature appears below.

For The MPRB:

By __________________________

Date _________________________

Al Bangoura
Minneapolis Park & Recreation Board
Superintendent

For AFSCME Local 3279:

By __________________________

Date _________________________

David Garmany
AFSCME Local 3279
President