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**CITY OF MINNEAPOLIS**

**and**

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

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**LETTER OF AGREEMENT**

Recovery of Overpaid Wages

**WHEREAS** the City of Minneapolis ("City") and AFSCME Council 5, Local 9 ("Union") (collectively "the Parties"), are parties to a collective bargaining agreement currently in effect;

**WHEREAS** an audit of City Payroll records revealed that at various times since June 25, 2017, (start of the pay period that included July 1, 2017) the City mistakenly overpaid wages to 32 employees then represented by AFSCME, identified on Exhibit A, attached hereto and incorporated herein by reference;

**WHEREAS** two of the identified employees are no longer represented by AFSCME;

**WHEREAS** the overpayments occurred because the City applied incorrect anniversary/step advancement dates, which caused early step increases, resulting in overpaid wages;

**WHEREAS** the City has since corrected the incorrect anniversary/step advancement dates;

**WHEREAS** on or about March 19, 2019, the City discussed the errors with AFSCME;

**WHEREAS** on or about March 25, 2019, the City notified each employee identified on Exhibit A of the amount of the employee's overpaid wages, including the dates during which those overpayments occurred, indicating it would work with the Union to reach agreement on a method of repayment;

**WHEREAS** to reduce the financial impact on employees, the City provided several options from which employees could chose to repay the City;

**NOW THEREFORE THE PARTIES HERETO AGREE AS FOLLOWS:**

1. Beginning with the pay period of June 23, 2019, for all employees identified on Exhibit B, the City is authorized to deduct an amount equivalent to every contractual wage increase and step increase, until the City has recovered the full amount of the overpaid wages;
2. Prior to June 23, 2019, employees identified on Exhibit C had repaid to the City the amount of overpaid wages;
3. Four employees selected paycheck dates on which the City has deducted the amount of the overpayment from their paychecks, identified on Exhibit D;
4. One employee elected to pay a specific amount through payroll deduction until the overpaid balance reaches zero, identified on Exhibit E;
5. If any employee leaves City employment, for any reason, before the City has fully recovered the amount of the overpayment, the City may deduct from that employee's final paycheck any remaining amount;
6. In the event of any newly discovered wage overpayments to AFSCME members on or before December 31, 2020, for more than \$100, the City will offer the following repayment options:
  - a. Full payment to the City;
  - b. Payroll deduction of the full amount on a specific agreed-upon date;
  - c. Payroll deduction of a specified sum on every paycheck until the overpayment is fully recovered;
  - d. Payroll deduction of a sum equal to future step and contractual increases until the overpayment is fully recovered.

For overpayment amounts less than \$100, the City may in its sole discretion offer the above options but is not obligated to do so. After December 31, 2020, the City may in its sole discretion offer the above options but is not obligated to do so.

This Letter of Agreement is effective retroactive to the dates specified herein upon the signature of the Parties' authorized representatives below.



**EXHIBIT A**

Employees overpaid while in AFSCME.

<b>ID</b>	<b>Name</b>	<b>Title</b>	<b>Amount Overpaid</b>
032633	Johnson, Audrey	Code Compliance Specialist-C	573.13
127415	Yang, Mai	Code Compliance Specialist-C	416.17
125459	Vang, Nong	Assessor I-C	928.87
118392	Mathis, Melissa	Veterinary Care Technician - C	839.74
127139	Billington, Rita	Customer Service Rep I-C	956.82
124188	Jacobson, Ian	Engineering Technician II - C	915.47
127348	Yang, Youa	Payroll Technician - C	539.44
127043	Strong, Theresa	Customer Service Agent I-C	1,676.64
127215	Racette, Thomas	Payroll Technician - C	1,010.45
126908	Al Bayati, Ahmed	Engineering Technician III - C	408.32
126968	Donzo, Al	Code Compliance Specialist-C	329.23
097626	Fields, Dominic	Code Compliance Specialist-C	532.27
097768	Campbell, Jeannette	Customer Service Rep I-C	705.02
115795	Khang, Po	Code Compliance Specialist-C	324.27
125207	Zoller, Teila	Customer Service Rep II-C	453.74
126490	Wesley-Goodwyn, Dana	Customer Service Rep II-C	451.92
126653	Anderson, Meghan	Animal Control Warden-C	1,747.75
126895	Charles, Teresa	Customer Service Rep I-C	2,201.33
126909	LaDouceur, Ilona	Customer Service Rep I-C	2,178.53
126966	Luna, Evelyn	Code Compliance Specialist-C	2,461.02
127042	Henry, Ashley	Customer Service Agent I-C	1,910.47
127135	Espersen, Deanna	Payroll Technician - C	1,262.56
127141	Bowman, Tonia	Customer Service Rep I-C	1,336.82
127312	Holmes, Samantha	Animal Control Warden-C	595.05
127410	Cruz, Nicolas	Animal Care Technician II-C	380.63
127411	Neff, Karla	Animal Care Technician II-C	330.86
127412	Leung, Ondi	Animal Care Technician II-C	304.86
127596	Mohamed, Abdifatah	Complaint Investig Officer-C	323.04
127640	Parker, Lauren	Customer Service Rep II-C	65.17
128545	Keys, Michelle	Customer Service Rep I-C	64.16

## EXHIBIT B

Employees for whom the City will deduct an amount equivalent to every contractual wage increase, and step increase, effective June 23, 2019, until the City has fully recovered the amount of the overpayment.

<b>ID</b>	<b>Employee Name</b>
126968	Donzo, Al
097626	Fields, Dominic
097768	Campbell, Jeannette
115795	Khang, Po
125207	Zoller, Teila
126490	Wesley-Goodwyn, Dana
126653	Anderson, Meghan
126895	Charles, Teresa
126909	LaDouceur, Ilona
126966	Luna, Evelyn
127042	Henry, Ashley
127135	Espersen, Deanna
127141	Bowman, Tonia
127312	Holmes, Samantha
127410	Cruz, Nicolas
127411	Neff, Karla
127412	Leung, Ondi
127596	Mohamed, Abdifatah
127640	Parker, Lauren
128545	Keys, Michelle

### EXHIBIT C

Employees who repaid all overpaid wages prior to June 23, 2019.

<b>ID</b>	<b>Employee Name</b>
032633	Johnson, Audrey
127415	Yang, Mai
125459	Vang, Nong
118392	Mathis, Melissa
127139	Billington, Rita

### EXHIBIT D

Employees who selected a paycheck date on which the City would deduct the overpaid amount from their paycheck.

<b>ID</b>	<b>Employee Name</b>	<b>Paycheck Date</b>
124188	Jacobson, Ian	July 19, 2019
127348	Yang, Youa	August 16, 2019
127043	Strong, Theresa	August 30, 2019
127215	Racette, Thomas	September 13, 2019

### EXHIBIT E

Employees who elected to pay a specific amount through payroll deduction until the overpaid balance reached zero.

<b>ID</b>	<b>Employee Name</b>	<b>Payment amount</b>
12698	Al Donzo	\$68.00