

**ATTACHMENT J**

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**CITY OF MINNEAPOLIS**

**And**

**MINNEAPOLIS PROFESSIONAL  
EMPLOYEES ASSOCIATION**

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**LETTER OF AGREEMENT  
Language Access Plan Premium Rate of Pay**

**WHEREAS**, the City of Minneapolis (“Employer”) and the Minneapolis Professional Employees Association are parties to a Collective Bargaining Agreement currently in effect;

**WHEREAS** the population of the City of Minneapolis is becoming increasingly diverse;

**WHEREAS** the Employer is strongly committed to making City services and information about those services available to members of the public, regardless of language barriers;

**WHEREAS** the Minneapolis City Council has adopted a Language Access Plan (“Plan”) to make City programs, services and activities more accessible to members of the public with limited-English language proficiency; and,

**WHEREAS** the Employer wishes for City employees who possess and use specific language skills in providing City services to be eligible to receive additional compensation for use of those skills.

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

1. Applicable Languages. Languages other than English to which this Letter of Agreement applies are Spanish, Somali, Hmong, Amharic, Vietnamese, Lao, and Oromo (“other languages”). Additional languages may be designated if identified by departments and authorized by the City’s Chief Human Resource Officer.
2. Utilization of Skills in Other Languages. In their sole discretion, City departments may provide additional compensation to qualified employees who intermittently utilize skills in other languages providing City services to members of the public with limited-English proficiency under the following conditions:
  - a. An employee’s supervisor assigns an employee to use the employee’s other language skills;
  - b. The employee’s use of the other language skills is essential, or advantageous, to the employee’s job performance; and,

