

MEMORANDUM OF UNDERSTANDING

AFSCME, LOCAL #552

AND

HENNEPIN COUNTY

1. In the fall of 2020, Hennepin County announced its intent to move the Family Court Services function and employees from the Department of Community Corrections and Rehabilitation (DOCCR) to the Human Service Public Health Department (HS). Among the employees included in the move from DOCCR to HS are employees in the probation officer series and the community corrections specialist job class.
2. The county will administratively move employees in the probation officer series and the community corrections specialist job class who transfer to HS as follows:
 - a. Probation Officers to Family Mediator and Evaluator, Associates
 - b. Senior and Career Probation Officers to Family Mediator and Evaluators (FME)
 - c. Community Corrections Specialists to Family Mediator and Evaluator, Associates
3. Employees moving to new job titles as described above will see no change in their hourly pay rate, benefits eligibility, probationary/employment status, or other term and condition of employment, except as described below.
4. As a result of the move, representatives from the County and AFSCME, Local #552 met in March 2021 to conduct impact bargaining.
5. Effective October 31, 2021, the terms of the parties' current 2019 – 2021 collective bargaining agreement are amended to add the terms stated in this Memorandum of Understanding (MOU). The parties will incorporate new language into the body of the contract when they re-open the contract for negotiations. Until that time, this MOU will be placed with the parties' current contract on the employer's Labor Relations website.
6. ARTICLE 6 – SENIORITY/ LAYOFF, Section 1 is amended to read, "Seniority is an employee's length of service for the EMPLOYER from the most recent date of employment, or REHIRE in the Department of Community Corrections or any of its predecessor departments, or any other Department of the EMPLOYER where an employee has been employed in a regular position in the Probation/Parole Officer series or in the Family Mediator and Evaluator series.
7. The Salary Chart at the back of the contract will be amended to include the job classes and pay ranges of Family Mediator and Evaluator; and Family Mediator and Evaluator, Associate.
8. Effective October 31, 2021 and for a period of two years thereafter, employees in the Family Mediator and Evaluator series who moved from DOCCR to HS will receive a *priority review*

when applying for a vacant comparable position in DOCCR in the Probation/Parole Officer series or Community Corrections Specialist job class.

For purposes of this MOU, a *comparable position* means a lateral return to the employee's most recently held class in the PO series. FME, Associates may be eligible to return to their original class of Community Corrections Specialist or Probation Officer. At the discretion of the county, time spent in the FME series may count for purposes of promotion to or within the PO series.


For purposes of this MOU, *priority review* means the vacant position's hiring supervisor will consider and interview as many as three FME/Associates. If more than three FME/Associates apply for the vacancy, the hiring supervisor will consider and interview FME/Associates in order of seniority as defined in the CBA.

For the Employer

Todd Olness
Todd P Olness
Labor Relations Representative

April 13, 2021
Date

For the Union


Latonya Reeves
AFSCME, Local #552 President

April 13, 2021
Date


Kate Black
AFSCME Business Agent

April 14, 2021
Date