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ADDENDUM TO THE AGREEMENT BETWEEN  
CITY OF RAPID CITY  
AND  
LOCAL 1031, COUNCIL 65,  
AMERICAN FEDERATION OF STATE,  
COUNTY, AND MUNICIPAL EMPLOYEES AFL-CIO  
FOR THE PERIOD  
JANUARY 1, 2018 THROUGH DECEMBER 31, 2019

**2019 WAGE AGREEMENT**

The City of Rapid City and AFSCME Local #1031, Council 65, agree to the following wage increases for 2019:

On January 1, 2019, bargaining unit employees will receive a one-step increase, equal to 1.25%.

Bargaining unit employees will also receive a cost-of-living (COLA) adjustment to their pay matrix on July 1, 2019. The COLA will be equal to 25% of the percentage increase of the City of Rapid City's sales tax revenue in the prior year. Contrary to the Appendix A, Wage Scale, in the current Agreement between the parties, the COLA will be a minimum of 1.0% and a maximum of 3.0% regardless of the City's prior year sales tax percentage increase.

In addition, Steps 35 and 36 of the AFSCME matrix will be eliminated, pursuant to the previous agreement of the parties. AFSCME employees currently at a Step 35 or 36 will remain at their existing Step, but prospectively, no bargaining unit members will receive a step increase beyond Step 34.

DATED at Rapid City, South Dakota, as of the 20<sup>th</sup> day of December, 2018.

CITY OF RAPID CITY

  
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Steve Allender, Mayor

ATTEST:

  
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Pauline Sumption, Finance Officer

(SEAL)

LOCAL 1031, COUNCIL 65, AMERICAN  
FEDERATION OF STATE, COUNTY, AND  
MUNICIPAL EMPLOYEES AFL-CIO

  
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Nathan M. Cherry, AFSCME President

  
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Justin Schafer, AFSCME Chief Steward