
This Memorandum of Understanding is made and entered into between the City of Rapid City, a municipal corporation of the State of South Dakota, and the Local 1031, Council 65, American Federation of State, County, and Municipal Employees AFL-CIO.

WHEREAS, the most recent collective bargaining agreement between the parties is set to expire on December 31, 2019; and

WHEREAS, the parties have been negotiating in good faith for several months to develop a successor agreement; and

WHEREAS, the parties have agreed to the vast majority of the terms for a successor agreement, but additional time is needed to negotiate a new wage scale and placement of bargaining unit members on such scale;

NOW THEREFORE, the parties hereby agree to implement the attached 2020 draft agreement between the parties on January 1, 2020, with the following exceptions:

1. Section 16.03. A potential clothing allowance is still being negotiated. The City agrees to continue purchasing uniforms as needed until a successor agreement is formally ratified. Until such ratification, bargaining unit members will not be reimbursed for safety shoe purchases, as they are part of the ongoing negotiations.

2. Section 16.06. The golf pass detailed in this section has been agreed to and will be implemented as soon as possible; however, the parties are still negotiating possible additional discounts that may end up in this section.

3. Section 18.01. The development of the new wage scale and placement of bargaining unit members on the new scale is the one major issue still being negotiated. Accordingly, this section and its accompanying Appendix will be finalized and implemented on upon ratification of the successor agreement.

4. Section 25.02. To ease the transition to a sick leave accrual, rather than a beginning of the year grant, in 2020 only employees will receive 28 hours of sick leave on January 1, then the regular monthly accrual will begin in the 14th payroll of 2020. The same will be done for short-term disability leave, formerly known as sick B.

DATED at Rapid City, South Dakota, as of the ________ day of January, 2020.
CITY OF RAPID CITY

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Steve Allender, Mayor

ATTEST:

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Pauline Sumption, Finance Officer

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

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Nathan Cherry, AFSCME President

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AFSCME Vice President