

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF RAPID CITY
PUBLIC LIBRARY BOARD AND LOCAL 1031, COUNCIL 59, AMERICAN
FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES AFL-CIO
REGARDING CHANGES TO THE CITY'S COMPENSATION SCALE**

This Memorandum of Understanding is made and entered into by and between the **CITY OF RAPID CITY PUBLIC LIBRARY BOARD**, a municipal corporation, and the **LOCAL 1031, COUNCIL 59, AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES AFL-CIO**.

WHEREAS, the City of Rapid City, Public Library Board, imposed a contract covering the period from January 1, 2010 to December 31, 2013, hereinafter called the "Agreement"; and

WHEREAS, Appendix A of the Agreement establishes a wage scale for the members of the bargaining unit; and

WHEREAS, City employees, including members of the bargaining unit, have not received an annual salary step increase since 2009; and

WHEREAS, the suspension of the annual salary step increase has resulted in compression of the salaries of newer employees and other issues which have negatively impacted employee morale and the ability of the City to retain current employees; and

WHEREAS, the City's sales tax revenues for 2011 were higher than anticipated; and

WHEREAS, a proposal to increase employee compensation was approved by the City Council on January 17, 2012; and

WHEREAS, the proposal would provide additional salary step or partial step increases to all City employees including those in the bargaining unit;

NOW, THEREFORE, the parties agree that Appendix A of the Agreement be amended so that an additional half step be incorporated into the wage scale after all steps A through R and for all grades 9 through 15. In addition, all employees will be advanced on the new wage scale

based on their years of service from their last date of hire with the City as shown on the following chart:

<u>Year Hired</u>	<u>Longevity</u>	<u>Step February 1, 2012</u>	<u>Steps Since 1/2/2007 (Including 2/1/2012)</u>
2007	4-year plus	0.5	2.5
2008	3-year	1.0	2.0
2009	2-year	1.5	1.5
2010	1-year	1.0	1.0
2011	new	0.5	0.5

(Based on full years of employment as of January 1, 2012. i.e. hired Dec 2010 = one year)

The changes implemented by this proposal will become effective with the pay period which includes February 1, 2012. The parties acknowledge that the pay increase covered by this MOU will be in lieu of any salary increase the union was entitled to in January 2012. The terms of this MOU in no way alter Appendix A of the contract which provides for a potential salary increase in July of 2012 based on the City's 2011 sales tax growth, or is it a waiver of any rights the parties have under the contract in 2013.

THE PARTIES FURTHER AGREE that the balance of the Collective Bargaining Agreement dated December 21, 2009, shall remain in full force and effect.

Dated this 19 day of April, 2012.

CITY OF RAPID CITY PUBLIC LIBRARY
BOARD


Chair of the Board of Trustees

RAPID CITY PUBLIC LIBRARY EMPLOYEES
LOCAL 1031, COUNCIL 59, AMERICAN
FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES AFL-CIO


AFSCME Local 1031, Council 59, President

Robert K. Young 3-22-12

AFSCME Local 1031, Council 59, Chief Steward