RESOLUTION NO. 2020-6455

RESOLUTION TO AUTHORIZE SALARY ADJUSTMENTS FOR NON-UNION BENEFITTED EMPLOYEES IN 2021

WHEREAS, The City of Rapid City will need accurate wage estimates for 2021; and

WHEREAS, a consultant was hired in 2019 to complete a study of non-union and AFSCME salaries, which was used to design new AFSCME salary scales included in the new contract; and

WHEREAS, the study showed underpayment in some non-union positions that require correction; and

WHEREAS, the newly designed non-union scale allows the City more flexibility in preventing overpayment at the end of a career; and

WHEREAS, the City budgeted for 2021 during the early months of the pandemic, anticipating an extended drop in sales tax revenue that did not materialize; and

WHEREAS, due to the strength in our sales tax revenues the City is now in a position to correct any underpayments in the non-union group, and place employees on the new scale; and

WHEREAS, wage adjustments for the City’s non-union benefitted employees have not yet been authorized by the City Council for 2021;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Rapid City, that the City’s non-union benefitted employees will receive a 1.7% cost of living increase on January 3, 2021 and placement on the new salary scale on July 4, 2021. Any employees whose salaries were found to be less than 90% of market rate in the 2019 salary study will be placed
one step above the step nearest, but not less than, their current salary. All other employees shall be placed on the step nearest, but not less than, their current salary.

Dated this _____ day of _____________, 2020

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Mayor Steve Allender

ATTEST:

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Finance Director

(SEAL)