



Human Resources

September 16, 2021

Rapid City Common Council
300 Sixth Street
Rapid City, SD 57701

Council Members,

At the September 15th Legal and Finance Committee meeting there was an item placed on the upcoming City Council meeting to discuss awarding a one-time financial bonus of \$500 for the non-public safety employees that were employed during the COVID-19 pandemic in 2020 and are still employed with the City. There has been a lot of discussion on this item since it was first presented at the Special City Council meeting on May 10th 2021. I want to clear up the timeline and some misunderstandings about this item. This issue has been in front of the City Council 7 times, Monday will be the 8th time this has been discussed at a public meeting. The following is a list of the 7 times this item has been discussed with the City Council:

- Introduced at the Special May 10th City Council meeting by Human Resources.
- Addressed at the July 19th City Council meeting. Council voted to table the motion.
- Addressed at the July 28th City Council Working Session. Item agreed to be discussed at the next City Council meeting.
- Addressed at the August 2nd City Council meeting. Council voted on approving \$1,000 for all employees of the Police Department and Fire Department. Councilman Nordstrom asked for the payment be for all employees but it did not pass.
- Addressed at the September 1st City Council Working Session. Moved to the Monday night City Council meeting.
- Addressed at the September 7th City Council meeting. Moved to the Legal & Finance meeting.
- Addressed at the September 15th Legal & Finance meeting. Moved 3-1 to be discussed without recommendation at the September 20th City Council meeting.

One point of misunderstanding is that the letter from Chief Hedrick and Chief Culberson was sent out independent of any other request for employee financial recognition during COVID. The letter, dated July 8, 2021, was a follow-up letter from the original HR request at the Special City Council meeting of May 10th. The letter starts out, "We write you today about the recent HR proposal to implement a one-time increase for City employees who worked through the various COVID challenges...". While they were writing on behalf of their employees specifically, they were writing as a part of the universal request from HR. This is important to point out because it has been mentioned multiple times that the Chief's letter was the first, and only, request that came from management about a COVID bonus. Their letter was not the first, or the only, request from management to address the situation, but rather an appeal to the Council for action due to two months of inactivity after the original HR letter from May. Additional

requests have come from both management and employees. Public Works Director Dale Tech wrote an email to Council members on July 15th advocating for Public Works employees. I have spoken with the AFSCME (American Federation of State City Municipal Employees) union leadership team who have informed me that they have been talking with various Council members about this item for months.

At the Legal & Finance meeting I stated that there were 446 employees who qualified for this request as of last month, that number of employees is down to 430 as of today. Below is the financial breakdown if the City Council passed the amount that was moved to them by the L&F members:

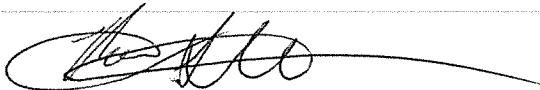
Employee Count	430			
Wages	FICA	Medicare	Retirement	Total
\$215,000.00	\$13,330.00	\$3,117.50	\$12,900.00	\$244,347.50

It has also come to my attention that the AFSCME leadership team will be asking the City Council to reconsider the amount of the bonus to make it \$1,000 to mirror the amount given to the other two major unions in the City, FOP (Fraternal Order of Police) and IAFF (International Association of Fire Fighters). If that request is considered the amounts would be as follows:

Employee Count	430			
Wages	FICA	Medicare	Retirement	Total
\$430,000.00	\$26,660.00	\$6,235.00	\$25,800.00	\$488,695.00

I hope Monday night this issue will be resolved. As City Attorney Joel Landeen stated, AFSCME Leadership (and other employee groups) are ready for this for to be voted up or down by the City Council. These have been trying times for all of the employees at the City of Rapid City. It is my sincere hope that you consider passing one of these bonuses as a thank you for the work that has been done, and is continuing to be done, by our employees during this pandemic.

I am available for any questions via phone and email prior to the meeting and will be in attendance Monday night as well.



Nick Stroot
 HR Director
 City of Rapid City