

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF RAPID CITY  
AND LOCAL 1031, COUNCIL 65, AMERICAN FEDERATION OF STATE, COUNTY,  
AND MUNICIPAL EMPLOYEES AFL-CIO ADDRESSING SALARY ADJUSTMENTS  
FOR BARGAINING UNIT EMPLOYEES IN 2022.**

WHEREAS, Local 1031, Council 65, of the American Federation of State, County, and Municipal Employees AFL-CIO (herein after the “AFSCME”) is the designated bargaining unit for all employees of the City of Rapid City (herein after the “City”) except elected officials, supervisory employees, professional employees, confidential employees, Police Department employees, Fire Department employees, seasonal employees, part-time non-benefited employees, and stagehands for the purposes of establishing wages, hours, and conditions of employment; and

WHEREAS, the parties have ratified a contract that establishes the terms and conditions of employment for bargaining unit employees for the calendar years of 2021-2022; and

WHEREAS, the parties negotiated this contract during 2020 and due to the uncertainty caused by the COVID-19 pandemic the parties chose to delay negotiation of any wage increases for 2022 until later in 2021; and

WHEREAS, the parties have been meeting over the last few months to negotiate wage increases for the bargaining unit employees and have come to a tentative agreement; and

WHEREAS, in addition to the general increase in wages for all bargaining unit employees, several other issues have been identified that are also being addressed in this agreement.

NOW THEREFORE, the parties hereby agree to amend the parties’ current contract for the year 2022 as follows:

1. Section 18.01 is amended to read as follows:

**18.01.** Beginning on March 1, 2021, employees shall begin receiving the rate of pay listed in Appendix E. Adjustments to the AFSCME pay matrix, or any other changes in the classification and salary of bargaining unit employees for 2022 are covered in Appendix F.

2. Appendix E is amended to read as follows:

**APPENDIX E**

**WAGE SCALES**

**GENERAL SCALE (AU):**

	AU01	AU02	AU03	AU04	AU05	AU06
1	30,330.00	34,374.00	37,407.00	42,462.00	47,517.00	54,594.00
2	30,743.59	35,293.09	38,463.95	43,656.82	48,711.82	55,880.73
3	31,157.18	36,212.18	39,520.91	44,851.64	49,906.64	57,167.45
4	31,570.77	37,131.27	40,577.86	46,046.45	51,101.45	58,454.18
5	31,984.36	38,050.36	41,634.82	47,241.27	52,296.27	59,740.91
6	32,397.95	38,969.45	42,691.77	48,436.09	53,491.09	61,027.64
7	32,811.55	39,888.55	43,748.73	49,630.91	54,685.91	62,314.36
8	33,225.14	40,807.64	44,805.68	50,825.73	55,880.73	63,601.09
9	33,638.73	41,726.73	45,862.64	52,020.55	57,075.55	64,887.82
10	34,052.32	42,645.82	46,919.59	53,215.36	58,270.36	66,174.55
11	34,465.91	43,564.91	47,976.55	54,410.18	59,465.18	67,461.27
12	34,879.50	44,484.00	49,033.50	55,605.00	60,660.00	68,748.00

**EMPLOYEE PLACEMENT BY JOB CLASS:**

Job Class	Min Grad	Min Step	Max Grade	Max Step
AACO	AU05	2	AU05	12
AAM1	AU03	3	AU03	12
AAM2	AU04	1	AU04	12
AEM1	AU03	1	AU03	12
AEM2	AU03	1	AU03	12
AEM3	AU04	1	AU04	12
AHVA	AU04	1	AU04	12
ALM1	AU01	1	AU01	12
ALM2	AU02	1	AU02	12
AMCH	AU05	1	AU05	12

AMT1	AU01	1	AU01	12
AMT2	AU03	1	AU04	12
AMT3	AU04	1	AU05	12
APC1	AU02	1	AU02	8
APC2	AU03	5	AU03	10
APCO	AU05	6	AU05	10
ARAA	AU04	1	AU04	7
ARAS	AU02	1	AU02	11
ARC1	AU02	1	AU02	8
ARC2	AU03	5	AU03	10
ARC3	AU05	1	AU05	5
BIN1	AU05	1	AU05	12
BIN2	AU05	1	AU05	12
BIN3	AU06	1	AU06	12
BPT1	AU01	1	AU01	12
BPT2	AU02	1	AU02	12
CCC2	AU03	5	AU03	10
CCIS	AU04	1	AU04	12
CCPE	AU04	1	AU04	12
CCT1	AU04	1	AU04	12
CCT2	AU04	1	AU04	12
CCT2	AU04	1	AU04	12
CELC	AU05	1	AU05	12
CFML	AU02	1	AU02	12
CFMT	AU01	1	AU01	12
CHVA	AU04	1	AU04	12
CMCH	AU06	1	AU06	12
CMW1	AU02	1	AU02	12
CMW2	AU03	1	AU03	12
CMW3	AU03	1	AU04	12
COSP	AU06	1	AU06	12
CSTM	AU01	1	AU01	12
CTOM	AU04	1	AU04	12
EGP1	AU05	1	AU05	12
EGP2	AU06	1	AU06	12
EGPA	AU05	1	AU05	12
EGTE	AU04	1	AU04	12
EPLO	AU05	1	AU05	12

EPO1	AU02	1	AU02	12
EPO2	AU02	1	AU02	12
EPO3	AU03	1	AU03	12
EPSP	AU05	1	AU05	12
EQCH	AU06	1	AU06	12
FTMC	AU04	1	AU04	12
GFM1	AU02	1	AU02	12
GFM2	AU03	1	AU03	12
GFM3	AU03	1	AU03	12
GHS2	AU05	1	AU05	12
GHSP	AU06	1	AU06	12
IETC	AU05	1	AU05	12
IWTC	AU04	1	AU04	12
LAAT	AU02	1	AU02	12
LBA1	AU02	1	AU02	12
LBA2	AU03	1	AU03	12
LCM1	AU01	1	AU01	12
LCM2	AU01	1	AU01	12
LCM3	AU02	1	AU02	12
LCSS	AU01	1	AU01	12
LFCF	AU06	1	AU06	12
MELC	AU05	1	AU05	12
MPLU	AU05	1	AU05	12
MRFO	AU02	1	AU02	12
MRMC	AU06	1	AU06	12
MROC	AU06	1	AU06	12
ORO2	AU05	1	AU05	12
OROF	AU04	1	AU04	12
PELC	AU05	1	AU05	12
PEM1	AU03	1	AU03	12
PEM2	AU03	1	AU03	12
PEM3	AU04	1	AU04	12
PEMC	AU06	1	AU06	12
PKEO	AU02	1	AU02	12
PMCH	AU06	1	AU06	12
PMW1	AU02	1	AU02	12
PMW2	AU03	1	AU03	12
PMW3	AU04	1	AU04	12

PRC1	AU02	1	AU02	8
RFM1	AU02	1	AU02	12
RFM2	AU03	1	AU03	12
RFM3	AU04	1	AU04	12
RFMC	AU06	1	AU06	12
RMM1	AU04	1	AU04	12
RMM2	AU04	1	AU04	12
RMM3	AU04	1	AU04	12
RMM4	AU05	1	AU05	12
RSTD	AU04	1	AU04	12
RTSD	AU03	1	AU03	12
RTSO	AU03	1	AU03	12
RUR1	AU04	1	AU04	12
RUR2	AU04	1	AU04	12
RUR3	AU04	1	AU04	12
RUR4	AU05	1	AU05	12
RURC	AU06	1	AU06	12
SEM1	AU03	1	AU03	12
SEM2	AU03	1	AU03	12
SEM3	AU04	1	AU04	12
SMCH	AU06	1	AU06	12
SMO1	AU02	1	AU02	12
SMO2	AU03	1	AU03	12
SMO3	AU03	1	AU03	12
SRET	AU05	1	AU05	12
STS2	AU06	1	AU06	12
STSP	AU05	1	AU05	12
SWCC	AU06	1	AU06	12
SWEL	AU05	1	AU05	12
SWM1	AU03	1	AU03	12
SWM2	AU03	1	AU03	12
SWM3	AU04	1	AU04	12
SWO1	AU02	1	AU02	12
SWO2	AU03	1	AU03	12
SWO3	AU03	1	AU03	12
SWO4	AU04	1	AU04	12
TNPT	AU04	1	AU04	12
TROW	AU02	1	AU02	12

TSTC	AU04	1	AU04	12
UBS2	AU03	5	AU03	10
UBSC	AU02	1	AU02	8
UFCW	AU06	1	AU06	12
UFP1	AU03	1	AU03	12
UFP2	AU04	1	AU04	12
USCW	AU06	1	AU06	12
USP1	AU03	1	AU03	12
USP2	AU04	1	AU04	12
WMM1	AU04	1	AU04	12
WMM2	AU04	1	AU04	12
WMM3	AU04	1	AU04	12
WMM4	AU05	1	AU05	12
WMRD	AU03	1	AU03	12
WMRP	AU04	1	AU04	12
WPCO	AU06	1	AU06	12
WRLT	AU04	1	AU04	12
WRMT	AU04	1	AU04	12
WRTD	AU04	1	AU04	12
WTMT	AU05	1	AU05	12
WUR1	AU04	1	AU04	12
WUR2	AU04	1	AU04	12
WUR3	AU04	1	AU04	12
WUR4	AU05	1	AU05	12
WURC	AU06	1	AU06	12

3. Appendix F is amended to read as follows:

**APPENDIX F**

On March 1, 2021, employees shall be placed on the appropriate wage scale set out in Appendix E.

Notwithstanding the above language, any employee whose current salary is above the highest step for the appropriate grade on the new wage scale shall remain on the old AFSCME wage scale.

On July 1, 2021, if the total 2020 sales tax received by the City is an increase of 3% or more over the 2019 sales tax received, on an accrual basis, the new AFSCME pay matrices will be adjusted as set out in Section 18.01 of this Agreement.

In an effort to keep bargaining unit salaries competitive with the current job market and provide existing bargaining unit employees with a cost of living increase in line with inflation, the steps within all grades in the AFSCME pay matrix will be increased by five percent (5%) on June 19<sup>th</sup>, 2022.

For those employees whose salary is higher than the top salary for their position on the current AFSCME pay matrix, they will receive a salary increase of two and one half percent (2.5%). If the five percent (5%) matrix adjustment catches up with any employee currently off the matrix and would provide a larger increase to their current salary than a two and a half percent (2.5%) increase, the employee shall be placed on the last step of the current AFSCME pay matrix.

Any bargaining unit employee who was employed by the City as of March 1, 2021, and received less than a 13.67% increase in salary when placed on the new AFSCME matrix shall receive a one-step increase on the current matrix on January 3, 2022, unless that employee is already on the last step for their position.

THE PARTIES FURTHER AGREE, that except as changed, amended, or added to herein, all other terms and conditions of the currently adopted collective bargaining agreement remain unchanged.

DATED at Rapid City, South Dakota, as of the \_\_\_\_ day of January, 2022.

CITY OF RAPID CITY

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Steve Allender, Mayor

ATTEST:

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Pauline Sumption, Finance Director

(SEAL)

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

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Sean Jewett, AFSCME President