

AMENDMENT TO THE AGREEMENT BETWEEN CITY OF RAPID CITY AND LOCAL 1031, COUNCIL 65, AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES AFL-CIO FOR THE PERIOD FROM JANUARY 1, 2021 THROUGH DECEMBER 31, 2022 ADOPTING SALARY ADJUSTMENTS FOR SOLID WASTE EMPLOYEES AND CERTAIN AIRPORT EMPLOYEES

WHEREAS, Local 1031, Council 65, of the American Federation of State, County, and Municipal Employees AFL-CIO (“AFSCME”) and the City of Rapid City (“City”) have entered into an *Agreement Between City of Rapid City and Local 1031, Council 65, American Federation of State, County, and Municipal Employees AFL-CIO for the Period from January 1, 2021 through December 31, 2022 (“Agreement”)* dated December 24, 2020 governing the terms and conditions of the City’s employment of AFSCME bargaining unit employees; and

WHEREAS, on January 4, 2022, AFSCME and City entered into a subsequent *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 (“Memorandum of Understanding”)* adjusting employee salaries; and

WHEREAS, a combination of factors, including the global COVID-19 pandemic, growth in the City, and an extremely tight labor market have left the Solid Waste Division of Public Works Department to have critical staffing needs; and

WHEREAS, a rise in wages in competing market has left the Solid Waste Division unable to adequately staff for their listed hours, and the operating hours have been adjusted; and

WHEREAS, AFSCME and the City have agreed to adjust the starting wage for the Solid Waste Operator II position in order to attract and retain qualified employees for Solid Waste Operations in efforts to prevent future adjustments to services that will impact the community; and

WHEREAS, the parties agree that the adjustment of the starting wage for Solid Waste Operator II position justifies an increase for existing employees at the Solid Waste Division to maintain the proportional gap between current employees’ wages and the starting wage; and

WHEREAS, the Landside Maintenance Department at the Rapid City Regional Airport has experienced similar difficulties hiring and retaining staff in the Maintenance Tech I and Maintenance Tech II positions; and

WHEREAS, AFSCME and the City have agreed to adjust the pay scale placement for Airport Maintenance Tech I and Airport Maintenance Tech II up one grade, in order to attract and retain qualified employees for the Landside Maintenance Department at the Airport; and

WHEREAS, the parties wish to reduce their understanding to this writing and to incorporate these changes into their existing Agreement.

NOW THEREFORE, the parties hereby agree to amend their *Agreement Between the City of Rapid City and local 1031, Council 65, American Federation of State, County, and Municipal Employees AFL-CIO*, dated December 24, 2020, as follows:

APPENDIX E WAGE SCALES is amended to amend Appendix E of the Agreement to read in its entirety 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

The parties agree that, due to the extremely tight labor market, the Solid Waste Division of the Public Works Department is in critical need of qualified employees. Therefore, the parties agree that beginning on March 13, 2022, the starting wage for all Solid Waste Operator II employees of the Solid Waste Division will be adjusted from \$17.98/hour to \$23.00/hour (a difference of \$5.02/hour). Additionally, all wages for all Solid Waste Division bargaining unit employees employed as of March 13, 2022 will be upward adjusted by \$5.02/hour. The following scale applies to all Solid Waste Division employees:

SOLID WASTE SCALE (SW):

	SW02	SW03	SW04	SW05	SW06
1	44,815.60	47,848.60	52,903.60	57,958.60	65,035.60
2	45,734.69	48,905.55	54,098.42	59,153.42	66,322.33
3	46,653.78	49,962.51	55,293.24	60,348.24	67,609.05
4	47,572.87	51,019.46	56,488.05	61,543.05	68,895.78
5	48,491.96	52,076.42	57,682.87	62,737.87	70,182.51
6	49,411.05	53,133.37	58,877.69	63,932.69	71,469.24
7	50,330.15	54,190.33	60,072.51	65,127.51	72,755.96
8	51,249.24	55,247.28	61,267.33	66,322.33	74,042.69
9	52,168.33	56,304.24	62,462.15	67,517.15	75,329.42
10	53,087.42	57,361.19	63,656.96	68,711.96	76,616.15
11	54,006.51	58,418.15	64,851.78	69,906.78	77,902.87
12	54,925.60	59,475.10	66,046.60	71,101.60	79,189.60

EMPLOYEE PLACEMENT BY JOB CLASS:

Job Class	Min Grade	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	AU02	1	AU02	12
ALM2	AU03	1	AU03	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
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
GDSP	AU03	1	AU03	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	SW02	1	SW02	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	SW06	1	SW06	12
LMSP	AU03	1	AU03	12
LSCO	SW04	1	SW04	12
MELC	AU05	1	AU05	12
MPLU	AU05	1	AU05	12
MRFO	SW02	1	SW02	12
MRMC	SW06	1	SW06	12
MROC	SW06	1	SW06	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
SWAA	SW04	1	SW04	7
SWAS	SW02	1	SW02	11
SWCC	SW06	1	SW06	12
SWEL	SW05	1	SW05	12
SWET	SW04	1	SW04	12
SWM1	SW03	1	SW03	12
SWM2	SW03	1	SW03	12
SWM3	SW04	1	SW04	12
SWO1	SW02	1	SW02	12
SWO2	SW03	1	SW03	12
SWO3	SW03	1	SW03	12
SWO4	SW04	1	SW04	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
UEL1	AU05	1	AU05	12
UEL2	AU06	1	AU06	12
UFCW	AU06	1	AU06	12
UFP1	AU03	1	AU03	12
UFP2	AU04	1	AU04	12
UMCT	AU04	1	AU04	12
USC2	AU05	2	AU05	12
USCO	AU04	1	AU04	7
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
WSTC	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

THE PARTIES FURTHER AGREE that this Amendment is intended to replace in full the Appendix E adopted in the subsequent Memorandum of Understanding dated January 4, 2022.

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 dated December 24, 2020 and the subsequent Memorandum of Understanding dated January 4, 2022 remain unchanged.

[SIGNATURE PAGE FOLLOWS]

DATED this _____ day of _____, 2022.

CITY OF RAPID CITY

Steve Allender, Mayor

ATTEST:

Pauline Sumption, Finance Director

(SEAL)

DATED this _____ day of _____, 2022.

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

Sean Jewett, AFSCME President