



Human Resources

February 9, 2023

Rapid City Common Council
300 Sixth Street
Rapid City, South Dakota 57701

Dear Council Members:

Before you is a request to approve 4% Cost of Living Adjustment (COLA) for Non-Union employees effective June 18, 2023.

All of our employee groups have a negotiated COLA and/or wage scale adjustment for 2023. It is an important tool that allows our employees to keep the same earning power at their salary as prices of goods and services continue to rise. By failing to adjust our employees' salaries, their current salary will lag behind, and they will not be able to afford to live with the same buying power they have today.

We are requesting a 4% COLA for Non-Union employees to mirror the increase given to our AFSCME employees and our IAFF employees in the middle of this year. Our FOP members will receive a 3% COLA mid-year in addition to the 5% adjustment they received in January.

Keeping our wages current with the market rates is an important part of attracting and retaining top talent.

My request today is to approve 4% Cost of Living Adjustment (COLA) for Non-Union employees effective June 18, 2023.

Please contact me if you have any questions or clarifications. Thank you for your time and consideration.

Nick Stroot
HR Director
City of Rapid City