

**AMENDMENT TO THE AGREEMENT BETWEEN INTERNATIONAL  
ASSOCIATION OF FIREFIGHTERS LOCAL 1040 AND THE CITY OF RAPID CITY  
EFFECTIVE JANUARY 1, 2023 THROUGH DECEMBER 31, 2026  
AMENDING THE BARGAINING UNIT**

WHEREAS, International Association of Firefighters Local 1040 (“Union”) and the City of Rapid City (“City”) have entered into an *Agreement Between International Association of Firefighters Local 1040 and the City of Rapid City Effective January 1, 2023 through December 31, 2026* (“*Agreement*”) governing the terms and conditions of the City’s employment of IAFF bargaining unit employees; and

WHEREAS, the Agreement identifies the bargaining unit in Section 1.01 as “[A]ll operational level Fire Department employees” but excludes numerous employees by specific job title; and

WHEREAS, because Section 1.01 is written to exclude certain job titles from the bargaining unit definition, each time the City creates a new non-operational Fire Department position, Section 1.01 should be updated to exclude the new position from the bargaining unit definition; and

WHEREAS, the parties wish to agree to a more general definition for the bargaining unit that does not exclude certain positions so that the Agreement so the City has the ability to establish the composition of its work force and to most efficiently and effectively fulfill its mission; and

WHEREAS, the parties wish to more clearly define “operational level employees” and to amend Section 1.01 to include all operational level employees in the bargaining unit and to remove the other job titles excluded from the bargaining unit; 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 International Association of Firefighters Local 1040 and the City of Rapid City Effective January 1, 2023 through December 31, 2026*, as follows:

A. DEFINITIONS is hereby amended to include the following definition:

***Operational level Fire Department employee*** – a Fire Department employee who has willfully taken an oath to serve the citizens of Rapid City and surrounding communities and vowed to uphold the laws and constitutions of the United States of America, the State of South Dakota, and the rules and regulations of the Rapid City Fire Department. Operational employees include, but are not limited to, firefighters, emergency medical services providers, and other emergency service specialists.

B. ARTICLE 1 – RECOGNITION, SECTION 1.01 is hereby amended to read in its entirety as follows:

**1.01** The City hereby recognizes the Union as the sole collective bargaining representative, pursuant to SDCL 3-18-3 and 5, for all of the employees employed by the City in the following described unit:

All operational level Fire Department employees, excluding Chief-level officers.

C. 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.

Dated at Rapid City, South Dakota, this \_\_\_\_ day of \_\_\_\_\_, 2023.

CITY OF RAPID CITY

\_\_\_\_\_  
Steve Allender, Mayor

ATTEST:

\_\_\_\_\_  
Daniel Ainslie, Finance Director

(SEAL)

Dated at Rapid City, South Dakota, this \_\_\_\_ day of \_\_\_\_\_, 2023.

INTERNATIONAL ASSOCIATION OF  
FIRE FIGHTERS, LOCAL 1040

\_\_\_\_\_  
Jonny Knutson, President