

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF RAPID CITY  
AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1040 TO  
ADDRESS PAID TIME OFF FOR PARAMEDIC SCHOOL PARTICIPANTS**

This Memorandum of Understanding is made and entered into between the City of Rapid City and the International Association of Fire Fighters, Local 1040.

WHEREAS, the parties have entered into a collective bargaining agreement, as amended, covering the period from January 1, 2014 through December 31, 2016 (the "CBA"); and

WHEREAS, the International Association of Fire Fighters, Local 1040 (the "IAFF"), is the designated bargaining unit for certain employees of the Rapid City Fire Department (RCFD); and

WHEREAS, the RCFD is establishing an education and training program designed to prepare employees to test for and be licensed as paramedics ("Paramedic School"); and

WHEREAS, during their time in Paramedic School, the RCFD employees will not have the same opportunities to use annual leave; and

WHEREAS, Paramedic School participants will transfer from a 56-hour work week to a 40-hour work week; and

WHEREAS, the City and the IAFF have discussed this situation, and have come to a resolution acceptable to both parties.

NOW THEREFORE, the parties hereby agree to amend the CBA as follows:

1. A new definition shall be added as follows:

*Paramedic School* – The RCFD program of education and training designed to prepare employees to test for and be licensed as paramedics

2. A new Section shall be added to Article Ten of the CBA that shall read as follows:

10.07 Employees who are not able to take annual leave that has been scheduled and approved due to their participation in Paramedic School shall have the option of one of the following:

A. Rescheduling annual leave, subject to the requirements of this Article, or

B. Receiving payment for their annual leave time not taken due to the requirements of Paramedic School. The payment for annual leave shall be made within 45 days after the end of the year, and shall be adjusted for any Kelly days taken prior to accrual, if applicable.

3. All other terms and conditions of the CBA remain unchanged.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

CITY OF RAPID CITY

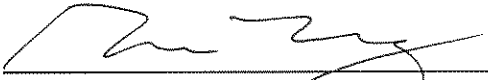
\_\_\_\_\_  
Steve Allender, Mayor

Attest

\_\_\_\_\_  
Pauline Sumption, Finance Officer

(seal)

INTERNATIONAL ASSOCIATION OF FIRE  
FIGHTERS, LOCAL 1040

By  \_\_\_\_\_

Its Local 1040 President \_\_\_\_\_