

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF RAPID CITY  
AND THE FRATERNAL ORDER OF POLICE, SOUTH DAKOTA LODGE #2A,  
PROVIDING HOLIDAY PAY FOR NEW EMPLOYEES.**

This Memorandum of Understanding is made and entered into between the City of Rapid City, a municipal corporation of the State of South Dakota, and the Fraternal Order of Police, South Dakota Lodge #2A.

WHEREAS, the Fraternal Order of Police, South Dakota Lodge #2A (the "FOP"), is the designated bargaining unit for the employees of the Rapid City Police Department with the exception of the command staff, non-sworn part time employees, temporary employees and all salaried non-sworn positions; and

WHEREAS, the parties entered into a collective bargaining agreement covering the period from January 1<sup>st</sup>, 2017 through December 31<sup>st</sup> 2020; and

WHEREAS, the parties have agreed to open discussions on the contract for the limited purpose of discussing a change to allow new employees hired on or after January 1, 2017 to be paid for any holidays that occur during the first 90 days of their employment; and

WHEREAS, currently, new employees do not receive holiday pay during their first 90 days of employment; and

WHEREAS, on June 6, 2016, Council approved a change to the City's Non-Union Guide, which allows new non-union non-exempt employees to receive holiday pay within the first 90 days of employment; and

WHEREAS, in order to keep parity between union and non-union employees, changes to both 2016 union contracts and contracts in effect after 2016 are being brought forward to implement a comparable change; and

WHEREAS, a separate MOU is being simultaneously brought forward to affect this change retroactively, for employees hired between June 6, 2016 and December 31, 2016; and

WHEREAS, this change would allow any FOP member employees hired on or after January 1, 2017 to be paid for any holidays that occur during their first 90 days of their employment.

NOW THEREFORE, the parties hereby agree to amend the current collective bargaining agreement as follows:

1. Section 18.07 of the current collective bargaining agreement shall be amended to read as follows:

18.07. In order to be eligible to receive holiday pay, an employee must ~~meet the following criteria:~~

2. Any FOP members hired on or after January 1, 2017 shall be paid for any recognized holidays that fall within their first 90 days of employment; and
3. This MOU applies to all members of the bargaining unit.
4. All other terms and conditions of the current collective bargaining agreement remain unchanged.

CITY OF RAPID CITY

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

ATTEST:

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

FRATERNAL ORDER OF POLICE  
SOUTH DAKOTA BARGAINING UNIT  
#2A

\_\_\_\_\_  
BY: \_\_\_\_\_  
President