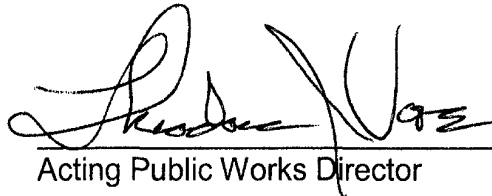


MEMORANDUM OF AGREEMENT

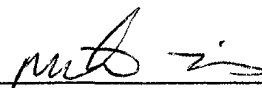
Footwear for Water Meter Readers

IT IS AGREED that in the interest of preventing injuries and increasing the productivity of the water meter readers, the City of Rapid City will allow its employees who work as water meter readers a maximum of One Hundred Fifty Dollars (\$150.00) per employee per calendar year for the purchase of good, quality footwear. Footwear will be replaced on an as-needed basis. Any costs of footwear above the One Hundred Fifty Dollar (\$150.00) yearly maximum will be paid by the employee. If at any time the City determines that a change in this policy is necessary, written notice will be provided to the AFSCME President.


THEODORE J. VORE

 Date 3-23-04  
Acting Public Works Director

MIKE LEWIS

 Date 3/25/04  
Local 1031, Council 59, AFSCME President

SHANE TALBOT

 Date 3/25/04  
Local 1031, Council 59, AFSCME Vice President