

MEMORANDUM OF UNDERSTANDING
Increase in Educational Loan Amount

WHEREAS, both parties seek to increase the educational loan amount in order to provide additional incentive for employees to engage in continuing education;

WHEREAS, this Memorandum of Understanding is necessary to provide adequate financial support for employees who avail themselves of qualified educational opportunities.

The City of Rapid City and the International Association of Firefighters Local 3959, agree to the following terms and conditions for the purpose of increasing the educational loan amount:

1. This Memorandum of Understanding revises the educational loan amounts in Appendix C of the Collective Bargaining Agreement (the "Agreement"), and shall be effective until the Agreement expires on December 31, 2005.
2. Appendix C of the Agreement specifying the maximum amounts to be loaned out shall be revised as follows:

The maximum amount to be loaned out shall be \$2,000.00 per employee to be repaid in one year, \$5,000.00 per employee to be repaid in three years, or \$10,000.00 per employee to be repaid in four years.

This Agreement will be considered an Addendum to the collective bargaining agreement between the City of Rapid City and the International Association of Firefighters, Local 3959 and will take effect July 1, 2004.

Dated this ____ day of May, 2004.

INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS, Local 3959

CITY OF RAPID CITY

Mayor Jim Shaw

Finance Officer
(SEAL)

