

**RESOLUTION RECOGNIZING THE
CITY OF RAPID CITY EMPLOYEE COMPENSATION POLICY
IN ACCORDANCE WITH THE FAIR PAY PLAN**

WHEREAS, the City of Rapid City is in compliance with the existing Fair Labor Standard Act, and

WHEREAS, the City recognizes the Wage and Hour Division's Final Ruling on April 23, 2004, of the Fair Pay Initiative and will make a good faith effort to comply and abide by the new regulations that are effective date of August 23, 2004; and the City of Rapid City will not willfully violate the Fair Pay Initiative; and

WHEREAS, the City of Rapid City recognizes the work performed by Exempt and Non-exempt employees; and

WHEREAS, the City of Rapid City instructs Non-exempt employees to record all of their time and will compensate the employees accordingly and in compliance with all contracts and the Fair Pay Initiative; and

WHEREAS, the City of Rapid City will compensate the Exempt employees in accordance with the Fair Pay Initiative; and

WHEREAS, it is the intent of the City of Rapid City to make the proper deductions from the employee compensation where appropriate; and recognizes that if any improper deductions are withheld, the City of Rapid City will reimburse the employee; and if the employee wishes to file a complaint for an improper deduction the employee may file the complaint with the Finance Officer, who will make a determination on the complaint within 14 days of receipt; and

THEREFORE, the City Human Resource Department will distribute this resolution to all new employees and to existing employees by posting the resolution on all City bulletin boards and on the City Intranet site.

Dated this ____ day of September, 2004

CITY OF RAPID CITY

Attest:

Finance Officer

