

**MEMORANDUM OF UNDERSTANDING
BETWEEN AFSCME UNION LOCAL 1031, COUNCIL 59
AND THE CITY OF RAPID CITY**

The agreement between the AFSCME Union Local 1031, Council 59, and the City of Rapid City provides, in Article 12.05, that changes in normal work shift shall be made only on five days advance written notice and, when such notice cannot be provided, hours worked outside the normal work shift shall be paid at the overtime rate of one and one-half times the normal hourly rate.

Additionally, Article 32.01 provides that an employee shall be paid a minimum of four hours pay for work not performed when work is unavailable as a result of causes beyond the control of the City.

The Golf Course employs a Clerk position that is designated as a 0.5 FTE and receives prorated benefits accordingly.

It is agreed that the advance scheduling requirement of Article 12.05 is waived specifically for the Clerk employed in this specific capacity, and that overtime shall not be paid for hours accrued as result of work that has not been scheduled five days in advance. It is further agreed that this agreement applies only to overtime otherwise required by Article 12.05. All other overtime provisions of federal law and the agreement between the Union and the City shall apply.

Additionally, it is agreed that the minimum pay of four hours in accordance with Article 32.01 shall be waived when the position is unable to work as a result of causes beyond the control of the City.

This agreement shall remain in force through December 31, 2009, and may be renewed by mutual consent of all parties.

Dated this 5th day of May, 2006.

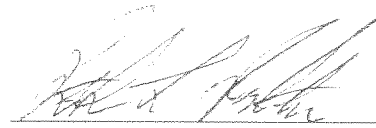
LOCAL 1031, COUNCIL 59
AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL
EMPLOYEES AFL-CIO



President, AFSCME Local 1031

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Chief Steward, AFSCME Local 1031

CITY OF RAPID CITY

Mayor

ATTEST:

James F. Preston, Finance Officer

(SEAL)