

## **MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is made and entered into by and between the **CITY OF RAPID CITY**, a municipal corporation, and the **FRATERNAL ORDER OF POLICE, SOUTH DAKOTA LODGE, #2A**.

**WHEREAS**, the parties have previously entered into a Collective Bargaining Agreement, hereinafter called the "Agreement"; and

**WHEREAS**, the parties agree that revising certain sections of Article VIII of the Agreement entitled "Promotions" will be in the best interest of the parties;

**NOW, THEREFORE**, the parties agree that Article VIII, Section 8.07 of the Collective Bargaining Agreement is amended to read as follows:

8.07 Selection Procedure. The selection procedure will consist of the seven (7) of the following categories:

- A. Written Examination;
- B. In-Basket Exercise;
- C. Essay Questions;
- D. Performance Evaluations;
- E. Education;
- F. Seniority and Experience;
- G. Oral Interview.

Any of the categories may consist of several parts.

The parties further agree that Article VIII, Section 8.08 of the Agreement for the period January 1, 2006, through December 31, 2009, is amended to read as follows:

8.08 Candidates achieving the highest cumulative scores in the first six categories will move to the oral interview with a minimum of twice as many candidates as open positions.

The parties further agree that Article VIII, Section 8.09 of the Agreement for the period January 1, 2006, through December 31, 2009, is amended to read as follows:

Candidates shall be notified of their standing in each category at the conclusion of all testing.

The parties further agree that Article VIII, Section 8.11 of the Agreement for the period January 1, 2006, through December 31, 2009, is amended to read as follows:

All scores of the candidates who complete the seven (7) steps in the selection process shall be tabulated and listed in descending order and presented to the Chief of Police. The selection for promotion shall be made from this list, but not necessarily in order of score.

Dated this \_\_\_\_ day of \_\_\_\_\_, 2008.

CITY OF RAPID CITY

\_\_\_\_\_  
Alan Hanks, Mayor

ATTEST:

\_\_\_\_\_  
Finance Officer

(SEAL)

FRATERNAL ORDER OF POLICE

By:\_\_\_\_\_  
President