



RECOMMENDATIONS FOR RAPID CITY COMPENSATION ISSUES

Police Department

- 1) Increase current Police Lieutenant wages by 5% to ameliorate wage compression between union and management positions.

Fire Department

- 1) Remove management duties from the Captain job description that are not currently being performed by employees at that rank. Reclassify the Captain position, currently grade 22 exempt, to grade 21 non-exempt, to allow overtime pay and make these positions eligible for union membership. The position should then also receive the 2.5% matrix adjustment, and those employees should receive the 1.25% step increase received by the other IAFF members, not received by other employees, in order to place the position on par with the other positions under the umbrella of the IAFF. This action will help ameliorate compression between union and management positions.
- 2) Increase the wages of the current Assistant Chiefs by 5% to relieve the extreme salary overlap between these positions and the current Battalion Chiefs. This salary overlap has been created due to the timing of promotions in the Fire Department. This issue should correct itself with time as the Battalion Chiefs reach retirement and are replaced by employees promoted from lower steps on the pay matrix.

Non-union Employees

- 1) Continue to give non-union employees a half or full step each year as well as a cost-of-living adjustment that can be tied to the Employment Cost Index or Consumer Price Index for the region. Whether to move an employee a half or full step on the matrix could be determined by their current placement above or below the midpoint of the scale for their position, or based on merit if an appropriate mechanism for that decision is identified.