

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF RAPID CITY
AND THE FRATERNAL ORDER OF POLICE, SOUTH DAKOTA LODGE #2A,
ADJUSTING THE PAY SCALE FOR SWORN PERSONNEL AND CREATING THE
POSITION OF POLICE OFFICER II.**

This Memorandum of Understanding is made and entered into between the City of Rapid City, a municipal corporation of the State of South Dakota, and the Fraternal Order of Police, South Dakota Lodge #2A.

WHEREAS, the Fraternal Order of Police, South Dakota Lodge #2A (the "FOP"), is the designated bargaining unit for the employees of the Rapid City Police Department with the exception of the command staff, non-sworn part time employees, temporary employees and all salaried non-sworn positions; and

WHEREAS, the parties have entered into a collective bargaining agreement covering the period from January 1st, 2014 through December 31st 2016; and

WHEREAS, the parties agreed to open discussions on the contract for the limited purpose of addressing challenges related to employee recruitment and retention; and

WHEREAS, the starting wage for a Rapid City's police officer has fallen behind other comparable agencies in the region; and

WHEREAS, based on the increases in salaries other agencies have received, or will receive, it appears this trend will continue for the near future unless action is taken; and

WHEREAS, the salary of Rapid City's police officers is also a significant factor in the retention of existing employees; and

WHEREAS, the City's investment in the officers it recruits is significant both financially and in the amount of time spent training; and

WHEREAS, the parties agree that the retention of sworn police officers is critical to the overall efficiency of the agency and to protect the financial investment that the City has made in new officers; and

WHEREAS, new police officers are hired at Grade 16 on the FOP pay matrix; and

WHEREAS, after seven years officers are eligible for promotion to Senior Officer which is at Grade 18 on the FOP pay matrix; and

WHEREAS, other agencies allow officers with experience to advance up the pay scale more rapidly than seven years required by Rapid City; and

WHEREAS, the parties agree that creating a new position between the current Grade 16 and Grade 18 which would reward officers who had gained experience within the department without having to wait seven years would be beneficial to employee retention and morale; and

WHEREAS, the parties agree that the issues with recruitment and retention have reached a critical juncture and the parties cannot wait until the expiration of the current agreement to address them.

NOW THEREFORE, the parties hereby agree to amend the current collective bargaining agreement as follows:

1. On January 1st of 2015, the pay matrix for all sworn FOP employees will be increased by two percent (2%). This adjustment is in addition to any other adjustments to the pay matrix previously agreed to in the existing collective bargaining agreement.
2. On January 1st of 2015, the City will also create a new position of Police Officer II. This position will be a Grade 17. Sworn officers with four years of employment with the Rapid City Police Dept. will be eligible for this position.
3. Section 8.16 of the existing collective bargaining agreement shall be amended to read as follows:

8.16 Placement on Wage Scale After Promotion. Police Officers promoted to Police Officer II will be placed on the wage scale on a step within the appropriate grade that provides the closest to a two and one half percent (2.5%) increase in pay, but shall not be placed in the new grade at more than two steps below their step in the previous grade.

Police Officers II who are promoted to Senior Police Officer will be placed on the wage scale on a step within the appropriate grade that provides the closest to a two and one half percent (2.5%) increase in pay, but shall not be placed in the new grade at more than two steps below their step in the previous grade.

Senior Police Officers promoted to Sergeant will be placed on the wage scale at a range that provides the closest to a seven and one-half percent (7.5%) increase in pay, but shall not be placed in the new grade at more than one step below their step in the previous grade.

Police Officers II promoted to Sergeant will be placed on the wage scale at a range that provides the closest to a ten percent (10%) increase in pay, but shall not be placed in the new grade at more than two steps below their step in the previous grade.

Police Officers promoted to Sergeant will be placed on the wage scale on a step within the appropriate grade that provides the closest to a twelve and one-half percent (12.5%) increase in pay, but shall not be placed in the new grade at more than three steps below their step in the previous grade.

4. This MOU applies to only the sworn members of the bargaining unit.
5. All other terms and conditions of the currently adopted collective bargaining agreement remain unchanged.

CITY OF RAPID CITY

Sam Kooiker, Mayor

ATTEST:

Pauline Sumption, Finance Officer

FRATERNAL ORDER OF POLICE
SOUTH DAKOTA BARGAINING UNIT
#2A

BY: _____
President