



# CITY OF RAPID CITY

RAPID CITY, SOUTH DAKOTA 57701-2724

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## City Finance Office

300 Sixth Street  
Rapid City, South Dakota 57701  
605-394-4143

TO: Council Members  
FROM: Jim Preston *J*  
SUBJECT: Temporary Pay Matrix  
DATE: October 20, 2000

Attached is a proposed temporary employee pay matrix for FY 2001. Salaries have been adjusted upwards in most of the areas because it has been difficult to find temporary employees who are willing to work for the salaries under the current pay matrix. It has almost been impossible to find employees willing to start in the lower step levels, therefore many departments have been hiring temporaries at steps 6, 7, or 8.

The Department Directors support this new pay matrix and understand that any funding increases must be from the approved FY2001 budget.

I believe that if the City is to continue to provide quality service, the Departments must be able to offer a competitive wage to temporary workers.

If you have any questions or concerns, feel free to contact Cathy Druckrey or myself.

**A RESOLUTION AMENDING THE PAY MATRIX  
RATES OF PAY FOR TEMPORARY/SEASONAL EMPLOYEES**

THEREFORE, BE IT RESOLVED by the City of Rapid City that certain resolution entitled "Resolution Establishing the Pay Matrix for Temporary/Seasonal Employees" be amended effective January 1, 2001 as follows:

<b>Occupational Field or Job Title</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>Office - Professional</b>								
Clerical Technical Level I	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Clerical Technical Level II	9.25	9.71	10.20	10.71	11.24	11.81	12.40	13.02
Professional I	13.67	14.35	15.07	15.82	16.62	17.45	18.32	19.24
Professional II	20.2	21.21	22.27	23.38	24.55	25.78	27.07	28.42
<b>Service</b>								
Bus Driver	7.66	8.04	8.45	8.87	9.31	9.78	10.27	10.78
Library Page	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Lifeguard	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Recreation Worker	6.57	6.90	7.24	7.61	7.99	8.39	8.80	9.24
Reserve Officer	15.24	16.00	16.80	17.64	18.52	19.45	20.42	21.44
School Crossing Guard	7.67	8.05	8.46	8.88	9.32	9.79	10.28	10.79
Sport Referee(non-certified) Per Event	10.5	11.03	11.58	12.16	12.76	13.40	14.07	14.77
Sports Referee(certified) Per Event	15.28	16.04	16.85	17.69	18.57	19.50	20.48	21.50
Ticket Seller/Cashier	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
<b>Civic Center</b>								
Civic Center Event Staff	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Civic Center Supervisor	6.9	7.25	7.61	7.99	8.39	8.81	9.25	9.71
Concessions Worker	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Custodial Maintenance	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Food and Beverage Worker	7.25	7.61	7.99	8.39	8.81	9.25	9.72	10.20
<b>Laborer - Maintenance</b>								
Equipment Operator	7.5	7.88	8.27	8.68	9.12	9.57	10.05	10.55
Laborer - Entry Level	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Laborer - Semi Skilled	9.25	9.71	10.20	10.71	11.24	11.81	12.40	13.02
Laborer - Skilled	13.67	14.35	15.07	15.82	16.62	17.45	18.32	19.24
Repairperson/Mechanic	6.73	7.07	7.42	7.79	8.18	8.59	9.02	9.47

Dated this \_\_\_ day of November, 2000

CITY COUNCIL

ATTEST:

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Finance Officer

(SEAL)

<b>Occupational Field or Job Title</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>Office - Professional</b>								
Clerical Technical Level I	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Clerical Technical Level II	9.25	9.71	10.20	10.71	11.24	11.81	12.40	13.02
Professional I	13.67	14.35	15.07	15.82	16.62	17.45	18.32	19.24
Professional II	20.2	21.21	22.27	23.38	24.55	25.78	27.07	28.42
<b>Service</b>								
Bus Driver	7.66	8.04	8.45	8.87	9.31	9.78	10.27	10.78
Library Page	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Lifeguard	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Recreation Worker	6.57	6.90	7.24	7.61	7.99	8.39	8.80	9.24
Reserve Officer	15.24	16.00	16.80	17.64	18.52	19.45	20.42	21.44
School Crossing Guard	7.67	8.05	8.46	8.88	9.32	9.79	10.28	10.79
Sport Referee(non-certified) Per Event	10.5	11.03	11.58	12.16	12.76	13.40	14.07	14.77
Sports Referee(certified) Per Event	15.28	16.04	16.85	17.69	18.57	19.50	20.48	21.50
Ticket Seller/Cashier	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
<b>Civic Center</b>								
Civic Center Event Staff	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Civic Center Supervisor	6.9	7.25	7.61	7.99	8.39	8.81	9.25	9.71
Concessions Worker	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Custodial Maintenance	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Food and Beverage Worker	7.25	7.61	7.99	8.39	8.81	9.25	9.72	10.20
<b>Laborer - Maintenance</b>								
Equipment Operator	7.5	7.88	8.27	8.68	9.12	9.57	10.05	10.55
Laborer - Entry Level	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Laborer - Semi Skilled	9.25	9.71	10.20	10.71	11.24	11.81	12.40	13.02
Laborer - Skilled	13.67	14.35	15.07	15.82	16.62	17.45	18.32	19.24
Repairperson/Mechanic	6.73	7.07	7.42	7.79	8.18	8.59	9.02	9.47

PAY MATRIX - Temporary/Seasonal Employees  
 City of Rapid City  
 Effective February 21, 2000

Occupational Field or Job Title	S T E P				L E V E L S			
	1	2	3	4	5	6	7	8
Administrative Assistant	7.43	7.80	8.19	8.60	9.03	9.48	9.95	10.45
Administrative/Professional	9.39	9.86	10.35	10.87	11.41	11.98	12.58	13.21
Bus Driver	7.66	8.04	8.44	8.86	9.30	9.77	10.26	10.77
CivCen Supervisor (NotOtherwiseClassified)	7.00	7.35	7.72	8.11	8.52	8.95	9.40	9.87
CivicCtrWorker (NotOtherwiseClassified)	<del>5.15</del>	<del>5.41</del>	<del>5.68</del>	<del>5.96</del>	6.26	6.57	6.90	7.25
Clerical/Technical	6.26	6.57	6.90	7.25	7.61	7.99	8.39	8.81
Concession Worker	<del>5.15</del>	<del>5.41</del>	<del>5.68</del>	<del>5.96</del>	6.26	6.57	6.90	7.25
Custodial/Maintenance	<del>5.15</del>	<del>5.41</del>	<del>5.68</del>	<del>5.96</del>	6.26	6.57	6.90	7.25
Equipment Operator - Skilled	7.50	7.88	8.27	8.68	9.11	9.57	10.05	10.55
Laborer - Entry Level	5.15	5.41	5.68	5.96	6.26	6.57	6.90	7.25
Laborer - Semi Skilled	<del>5.41</del>	<del>5.68</del>	<del>5.96</del>	6.26	6.57	6.90	7.25	7.61
Laborer - Skilled	6.00	6.30	6.62	6.95	7.30	7.67	8.05	8.45
Library Coordinator	12.50	13.13	13.79	14.48	15.20	15.96	16.76	17.60
Library Page	5.96	6.26	6.57	6.90	7.25	7.61	7.99	8.39
Lifeguard	<del>5.41</del>	<del>5.68</del>	<del>5.96</del>	6.26	6.57	6.90	7.25	7.61
Project Engineer / Building Inspector	12.50	13.13	13.79	14.48	15.20	15.96	16.76	17.60
Recreation Instructor/Hourly	5.25	5.51	5.79	6.08	6.38	6.70	7.04	7.39
<del>Recreation Worker/ Per Event</del>	<del>5.15</del>	<del>5.41</del>	<del>5.68</del>	<del>5.96</del>	<del>6.26</del>	<del>6.57</del>	<del>6.90</del>	<del>7.25</del>
Recreation Worker/Non-Supervisor/Hourly	5.15	5.41	5.68	5.96	6.26	6.57	6.90	7.25
Recreation Worker/Supervisor/Hourly	5.41	5.68	5.96	6.26	6.57	6.90	7.25	7.61
Repairperson/Mechanic	6.73	7.07	7.42	7.79	8.18	8.59	9.02	9.47
Reserve Police Officer	15.24	16.00	16.80	17.64	18.52	19.45	20.42	21.44
School Crossing Guard	6.00	6.30	6.62	6.95	7.30	7.67	8.05	8.45
Sports Referee/Per Event	10.50	11.03	11.58	12.16	12.77	13.41	14.08	14.78
Ticket Seller/Cashier	5.15	5.41	5.68	5.96	6.26	6.57	6.90	7.25