

MEMORANDUM OF UNDERSTANDING
Authorization For Creation Of Canine Unit

WHEREAS, the City of Rapid City and the Fraternal Order of Police, South Dakota Lodge #2A, seek to allow the creation of a canine unit within the Rapid City Police Department, although not specifically authorized in the Collective Bargaining Agreement; and

WHEREAS, this Memorandum of Understanding is necessary to clarify the terms of employment for any officers assigned to the canine unit;

NOW THEREFORE, The City of Rapid City and the Fraternal Order of Police, South Dakota Lodge #2A, agree to the following terms and conditions for the purpose of clarifying the terms of employment for officers assigned to the canine unit.

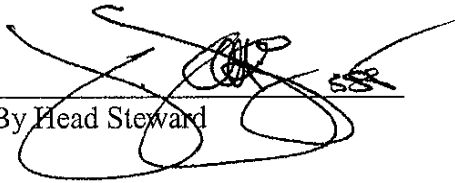
1. This Memorandum of Understanding shall be effective until the Collective Bargaining Agreement expires on December 31, 2005.
2. Management will assign officers to the canine unit based on the procedures contained in Article VII of the Collective Bargaining Agreement. Prior to assignment to the canine unit, officers selected through the procedures of Article VII of the Collective Bargaining Agreement, must agree to commit to four (4) years of duty with the canine unit and to not seek a transfer or promotion within the police department for a like period of time. If an officer assigned to the canine unit attempts to seek a transfer or promotion within their four (4) year commitment, Management can use this agreement to refuse such transfer or promotion without regard to any other provisions of the Collective Bargaining Agreement. In addition should an officer assigned to the canine unit voluntarily leave the police department prior to the expiration of their four (4) year commitment they will be required to reimburse the City for the pro rata cost of their training.
3. Management agrees to compensate any employee assigned to the canine unit two (2) hours of overtime per week for off duty care, feeding and maintenance of any dog assigned to that officer.
4. Management can change the schedule of any officer assigned to the canine unit with only twenty-four (24) hours notice.
5. Nothing in this Memorandum of Understanding shall be construed to limit Management's rights under Article II of the Collective Bargaining Agreement.

Dated this 17 day of May, 2004.

MEMORANDUM OF UNDERSTANDING, Auth. For Creation Of Canine Unit, P.2

FRATERNAL ORDER OF POLICE
SOUTH DAKOTA LODGE #2A

CITY OF RAPID CITY



By Head Steward

Mayor Jim Shaw

Finance Officer