

RESOLUTION NO. 2013-044

**AUTHORIZING SALARY ADJUSTMENTS FOR THE CITY'S NON-UNION
EMPLOYEES IN 2014 BASED ON THE SALARY ADJUSTMENTS CONTAINED IN
THE CONTRACTS BETWEEN THE CITY AND ITS VARIOUS EMPLOYEE
BARGAINING UNITS.**

WHEREAS, the City is in the process of preparing a budget for 2014; and

WHEREAS, the City has been negotiating with the City's various bargaining units for new contracts the term of which would start in 2014; and

WHEREAS, the new contracts which have been negotiated with the City's bargaining units include provisions regarding union employee salaries for 2014; and

WHEREAS, addressing the 2014 salaries of the City's non-union employees at the same time as the union contracts will assist with the budgeting process and provide the Council with a more comprehensive financial picture of the cost of employee salaries in 2014; and

WHEREAS, the Common Council finds that it is in the best interests of the City to address the 2014 salaries of its non-union employees at the same time as the union contracts are brought forward for approval.

NOW THEREFORE, BE IT RESOLVED, by the City of Rapid City, that the City's non-union employees, with the exception of the non-union employees in the Fire and Police Departments, will receive the same salary adjustments in 2014 as outlined in Appendix A of the City's Contract with the American Federation of State, County and Municipal Employees which becomes effective on January 1st, 2014.

BE IT FURTHER RESOLVED that the non-union employees in the Fire Department and Police Department will receive a step increase on January 1st of 2014 and a cost of living adjustment on July 1st of 2014. The step increase will be equivalent to a 2.5% increase for those employees that are between step A and step II on the City's non-union pay matrix as of that date. Those employees between steps J and R on the City's non-union pay matrix will be given a step increase equivalent to 1.25% on that date. The cost of living adjustment on July 1st of 2014 will be given as a 2.5% adjustment to the non-union pay matrix.

CITY OF RAPID CITY

Sam Kooiker, Mayor

ATTEST:

Pauline Sumption, Finance Officer