



**I.A.F.F. Local 1040**  
**P.O. Box 2313**  
**Rapid City, SD 57709**  
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**RECEIVED**  
**JUN 06 2014**  
**MAYOR'S OFFICE**

To: Mayor and Members of City Council

From: International Association of Firefighters (IAFF Local 1040)

Subject: Condrey Study and Non-Union Pay

Date: June 7, 2014

Rapid City Professional Firefighters, IAFF Local 1040, supports all non-union employees within the Rapid City Fire Department. As we look into the future, it is necessary to establish and maintain a fair and equitable wage scale as a way to recruit and retain qualified and dedicated leadership and support staff. Non-union employees work tirelessly day in and day out to lead and support our membership and make the Rapid City Fire Department a professional organization. The Fire Department is in a unique position within the Community addressing life safety issues and quality of life for our citizenry. It is this important responsibility that requires our leadership and support staff to be the best and brightest and they too should be fairly compensated in comparison to our region.

Sincerely,

President Jim Frybarger  
IAFF Local 1040