

RESOLUTION NO. 2014-103

AUTHORIZING SALARY ADJUSTMENTS FOR THE CITY'S NONUNION EMPLOYEES BASED ON THE SALARY ADJUSTMENTS CONTAINED IN THE CONTRACTS BETWEEN THE CITY AND ITS VARIOUS EMPLOYEE BARGAINING UNITS.

WHEREAS, the City will need accurate wage estimates for future budgets; and

WHEREAS, the City has completed negotiations with the City's various bargaining units for new contracts for the term which started January 1, 2014; and

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

WHEREAS, addressing the salaries of the City's non-union employees for the same timeframe as the union contracts will assist with the budgeting process and provide Council with a more comprehensive financial picture of the cost of employee salaries.

NOW THEREFORE, BE IT RESOLVED, by the City of Rapid City, that the City's non-union employees will receive a step increase on January 1st and a cost of living adjustment on July 1st. The step increase will be equivalent to a 2.5% increase for those employees who are between Step A and 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 a 1.25% on that date. This step increase formula mirrors the one used on January 1, 2014 for non-union personnel in the Police and Fire Departments. The cost of living adjustment for July 1st will be given according to the formula in the FOP and IAFF contracts based on the City's sales tax receipts and the CPI-U for our region. The term of these formulas for the non-union employees in the Police Department shall mirror the length of their union contract with the FOP and the term of the other union contracts for all other non-union employees.

Dated this _____ day of _____, 2014.

MAYOR

ATTEST:

Finance Officer

(SEAL)

