



# CITY OF RAPID CITY

RAPID CITY, SOUTH DAKOTA 57701-2724

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## Human Resources

300 Sixth Street

605-394-4136

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**TO:** City Council

**FROM:** Jeff Barbier, Community Resources Director

**SUBJECT:** Condrey & Associates Compensation Recommendations

**DATE:** December 11, 2013

The Human Resources Office of the City of Rapid City was contacted by leadership of both the Police and Fire Departments regarding compression issues within their nonunion compensation structure; as well as, a possible need to reclassify the Fire Captain position from exempt to nonexempt. These issues were documented in memos written by Assistant Police Chief Karl Jegeris and Assistant Fire Chief Rod Seals.

Human Resources forwarded this documentation to Condrey & Associates for review and recommendation of potential corrective actions. City Council approval of implementation of Condrey's recommendations is sought at this time.

With negotiations completed with the collective bargaining units within the City of Rapid City, the nonunion compensation structure will be the focus of further analysis in the coming months. These recommendations regarding the Police and Fire Departments are part of that ongoing process.