

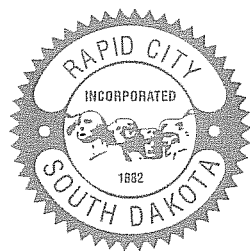
CITY OF RAPID CITY

RAPID CITY, SOUTH DAKOTA 57701-5035

COMMUNITY RESOURCES DEPARTMENT

HUMAN RESOURCES DIVISION

300 SIXTH STREET
TELEPHONE: 605-394-4136
FAX: (605) 394-6621



MEMORANDUM

TO: Legal & Finance Committee
FROM: Jeff Barbier, Community Resources Director
DATE: July 21, 2011
RE: Comprehensive Compensation Review

The Community Resources Department is requesting Rapid City Common Council approval to draft a request for proposals to have a comprehensive compensation review done by a third party consultant. The comprehensive compensation review would provide analysis of the current compensation levels of all full time benefited positions within the City of Rapid City; as well as, provide a future framework for sustaining appropriate compensation levels for employees of the City.

A comprehensive review is necessary to address inequities in our current compensation system which was first implemented in January of 2002. Changes in the aggregate compensation and employment environment since the last compensation review also make this study necessary at this time.

The Human Resources Division of the Community Resources Department will take a leading role in gathering information from various sources for the drafting of this request for proposals. The draft request for proposals will be submitted to the City Council for approval before its publication.



EQUAL OPPORTUNITY EMPLOYER