



# CITY OF RAPID CITY

RAPID CITY, SOUTH DAKOTA 57701-2724

---

## Human Resources

300 Sixth Street

605-394-4136

---

**TO:** City Council

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

**SUBJECT:** Nonunion Compensation Study Request

**DATE:** December 11, 2013

Rapid City Common Council approval is requested for the City of Rapid City to enter into a contract with Condrey & Associates for a review of the City's nonunion compensation system. The review will include evaluation of nonunion job content, establish recommended pay grades based on job evaluation results, and conduct a salary survey of relevant, comparison organizations.

During the collective bargain process with the City's major unions, salary survey data presented by the unions was analyzed and used as a factor in negotiations. Those collective bargaining units have signed contracts with the City that begin on January 1, 2014 and have terms of either three or four years depending on the specific bargaining unit. The City's nonunion employee compensation needs to be review at this time and this study will be a major factor in that analysis.

The cost of the nonunion employee compensation review by Condrey & Associates would be \$36,000 to be divided amongst various departments. The departments hope to have the preliminary cost estimates completed in time for consideration during budget preparations for 2015.