

RESOLUTION NO. 2013-127

RESOLUTION TO APPROVE A COMPENSATION STUDY FOR THE CITY OF RAPID CITY'S NON-UNION POSITIONS

WHEREAS, it is the desire of the City of Rapid City to offer compensation and benefits that will be competitive enough to attract and retain talent; and

WHEREAS, the inability to fill positions in a timely manner and turnover due to inability to retain talent can be very costly to organizations; and

WHEREAS, compensation for Union positions is thoroughly reviewed and changes are negotiated during the regular collective bargaining process; and

WHEREAS, there is not a standardized, regular occurring process in place for reviewing Non-Union positions;

WHEREAS, there may be Non-Union positions within the City of Rapid City that are not paying competitively relative to comparison organizations for like positions, thereby making it difficult to fill positions and/or to retain employees in those positions; and

WHEREAS, a formal compensation study for Non-Union positions conducted by Condrey & Associates would provide the City with the information needed to determine the competitiveness of pay and identify recommendations for adjustments that may be needed in order to attract and retain the necessary talent.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Rapid City to approve a compensation study for Non-Union positions to be conducted by Condrey & Associates.

Dated this _____ day of _____, 2013

MAYOR

ATTEST:

Finance Officer

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