



CONDREY &
ASSOCIATES, INC.

A Human Resources Consulting Company

May 17, 2014

Mr. Jeff Barbier
Community Resources Director
300 Sixth Street
Rapid City, SD 57701

Dear Mr. Barbier:

Upon the request of Mayor Kooiker and in conjunction with the work we are conducting for the city in updating your compensation plan for non-union employees, I have reviewed the proposed "Draft Department Directors Employment Agreement."

I find the draft agreement to be well-written and very appropriate for Rapid City. The agreement sets the terms and conditions of employment for department heads and is quite necessary in an employment-at-will work arrangement. The two-year term and six month severance agreement, in conjunction with the new non-union compensation plan will allow the City to offer an attractive compensation plan to prospective department heads. Additionally, it will also encourage the retention of the City's current department heads.

I hope you find this helpful. Please feel free to call on me so I may provide further information or assistance.

Sincerely,

A handwritten signature in black ink that reads "Stephen E. Condrey".

Stephen E. Condrey, Ph.D., IPMA-CP
President