



CONDREY &
ASSOCIATES, INC.

A Human Resources Consulting Company

April 29, 2016

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

Dear Jeff:

I have reviewed the grade level for the position of Rapid Transit System Manager. Based on internal organizational relationships, I believe this position should be placed at grade 24.

I hope this information is helpful to you. Please do not hesitate to contact me if I can provide further information.

Sincerely,

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

Stephen E. Condrey, Ph.D
President