



CITY OF IOWA COLONY

CITY COUNCIL MEETING

**Tuesday, April 22, 2025
5:30 PM**

Iowa Colony City Council Chambers, 3144 Meridiana Parkway, Iowa Colony, Texas 77583

Phone: 281-369-2471

• Fax: 281-369-0005 •

www.iowacolonytx.gov

THIS NOTICE IS POSTED PURSUANT TO THE TEXAS OPEN MEETING ACT (CHAPTER 551 OF THE TEXAS GOVERNMENT CODE). THE **CITY COUNCIL** OF IOWA COLONY WILL HOLD A **COUNCIL MEETING AT 5:30 PM ON TUESDAY, APRIL 22, 2025 AT IOWA COLONY CITY HALL, 3144 MERIDIANA PARKWAY, IOWA COLONY, TEXAS 77583** FOR THE PURPOSE OF DISCUSSING AND IF APPROPRIATE, TAKE ACTION WITH RESPECT TO THE FOLLOWING ITEMS.

Requests for accommodations or interpreter services must be made 48 hours prior to this meeting. Please contact the City Secretary at 281-369-2471.

CALL TO ORDER

INVOCATION

PLEDGE OF ALLEGIANCE

CITIZEN COMMENTS

An opportunity for the public to address City Council on agenda items or concerns not on the agenda. To comply with Texas Open Meetings Act, this period is not for question and answer. Those wishing to speak must identify themselves and observe a three-minute time limit.

ITEMS FOR CONSIDERATION

- [1.](#) Consideration and possible action to approve an interlocal agreement for the allocation of sales tax revenue with Brazoria County Emergency Services District No. 3 and authorizing the Mayor to execute the agreement.
- [2.](#) Consideration and possible action on the salary survey report and adoption of an updated pay scale.
- [3.](#) Consideration and possible action approving a resolution adding and removing authorized signers for all bank accounts held by the City of Iowa Colony.
- [4.](#) Consideration and possible action to adopt an ordinance amending Ordinance No. 2023-29 to amend the Rules of Procedure.

EXECUTIVE SESSION

Executive session in accordance with 551.074 of the Texas Gov't Code to deliberate and consult with attorney on the following:

5. Personnel matters related to the Interim City Manager's agreement.


POST EXECUTIVE SESSION

ITEMS FOR CONSIDERATION

6. Consideration and possible action on Executive Session matters.

ADJOURNMENT

I, Kayleen Rosser, hereby certify that the above notice of meeting of the Iowa Colony City Council was posted pursuant to the Texas Open Meeting Act (Chapter 551 of the Texas Government Code) on April 17, 2025.


Kayleen Rosser, City Secretary



I hereby certify that the foregoing agenda remained posted at the entrance to the Iowa Colony City Hall where it was visible to the public at all times and on the City's website for at least 72 hours preceding the scheduled time of the meeting therein described.


Kayleen Rosser, City Secretary

Date Signed: _____

**INTERLOCAL AGREEMENT FOR
THE ALLOCATION OF SALES TAX REVENUE**

STATE OF TEXAS §
COUNTY OF BRAZORIA §

THIS AGREEMENT is made and entered into effective as of the 1st day of May, 2025, by and between **THE CITY OF IOWA COLONY ("City")**, a body politic and corporate and municipal corporation of the State of Texas, and **BRAZORIA COUNTY EMERGENCY SERVICES DISTRICT NO. 3 ("BCESD 3")**, a political subdivision of the State of Texas.

PRELIMINARY MATTERS

1. The City has been created, established, organized and exists as a Home Rule corporation under the laws of the State of Texas;
2. BCESD 3 has been created, established, organized and exists under the authority of Article III, Section 48-e of the Texas Constitution and Chapter 775, Texas Health & Safety Code;
3. The City has, among its powers, the power of annexation and the power of imposing a local sales and use tax within its jurisdiction, subject to all applicable provisions of the Texas Tax Code and other applicable laws;
4. BCESD 3 has, among its powers, the power of imposing a local sales and use tax within its jurisdiction, subject to all applicable provisions of the Texas Tax Code, Chapter 775, Texas Health and Safety Code and other applicable laws;
5. The City has the power to undertake improvement projects separately or jointly with other persons or entities, including development agreements under Chapter 380 of the Texas Local Government Code, to pay all or part of the costs of improvement projects, including improvement projects that improve, enhance, or support, among other matters, road construction, public utilities construction, building development, and the availability of public safety and security, fire protection, emergency medical services, or law enforcement in the City;

6. The City and BCESD 3 have overlapping boundaries and jurisdictions, and the City is located within the boundary of BCESD 3;
7. The City currently imposes a 1.0% local sale and use tax and the Iowa Colony Crime Control District imposes a 0.5% local sales and use tax for a combined rate of 1.5%;
8. BCESD 3 currently has called a May 3, 2025 election under Health and Safety Code § 775.0751(c-1) for the approval of a local sales and use tax not to exceed 1.5% in any area within its jurisdiction;
9. Pursuant to Chapter 321 of the Texas Tax Code (Sec. 321.102), when a municipality annexes for full purposes territory contained within an emergency services district that had theretofore imposed a local sales and use tax and where the local sales and use tax in the annexed area is thereby at the 2% maximum rate for local sales and use tax, the local sales and use tax imposed by the emergency services district remains allocated to the emergency services district and is not allocated by the State Comptroller to the municipality.

FINDINGS

1. The Parties find that Texas Health and Safety Code Sec. 775.0754 allows BCESD 3 to agree to allocate sales and use tax revenue collected in areas annexed by the City subsequent to the implementation of the BCESD 3 sales and use tax, if such tax is approved by the voters in the May 3, 2025 election;
2. The Parties find that the City requires additional sales tax revenue from post May 3, 2025 to provide services and foster development to such areas as the City may annex thereafter, and to provide funding and tax incentives to promote future development projects in both the City and BCESD 3;
3. The Parties find that the future development within the City's current and future full purposes annexed areas contained within BCESD 3 will be of benefit to BCESD 3, in terms of (a) providing additional revenue and (b) enhancing the capability of delivering emergency services by BCESD 3 to the annexed area by virtue of the municipal services to be provided by the City, including but not limited to additional revenue, additional sales tax revenue, road and access development, police protection and the like;

4. The Parties find that due to the provisions of the Texas Tax Code (Sec. 321.102), if the BCESD 3 sales and use tax election proposition passes on May 3, 2025, the City will not have authority to impose its sales tax or to receive any sales tax revenue from any areas contained within BCESD 3 which were annexed for full purposes by the City after May 3, 2025;
5. The Parties find that it is in the best interests and for the common benefit of the City and BCESD 3 that the City and BCESD 3 enter into this Agreement to allocate, as provided herein, the sales tax revenue generated under the BCESD 3 sales and use tax in the areas contained within BCESD 3 that may be annexed for full purposes by the City at a later date;
6. The Parties find that the Interlocal Cooperation Act, codified as V.T.C.A., Government Code, Chapter 791 (the "Interlocal Act"), provides authorization for any local government to contract with one or more other local governments to perform governmental functions and services under the terms of the Interlocal Act and funding thereunder; and
7. The City and BCESD 3 jointly find that each are local governments as provided under the Interlocal Act and the agreements and provisions herein relate to the respective government functions of each,

NOW THEREFORE, FOR AND IN CONSIDERATION of the mutual covenants and conditions hereinafter set forth, the City and BCESD 3 agree as follows:

I. ALLOCATION OF SALES TAX

1. BCESD 3 agrees to allocate to the City certain sales and use tax revenue under the terms of Texas Health and Safety Code Sec. 775.0754 as follows:
 - (a) Fifty per cent (50%) of the local sales and use tax revenue collected by the State Comptroller and derived from sales tax payers which are located within the territorial jurisdiction of BCESD 3 and being not contained within the corporate boundary of the City prior to May 3, 2025, and which subsequent to the effective date of this Agreement is annexed by the City after May 3, 2025.
 - (b) The payment under 1(a), above, of such allocated local sales and use tax revenue collected by the State Comptroller shall be paid by the State Comptroller

under policies and procedures that the Comptroller considers reasonable to BCESD 3 and the City as provided by Section 775.0754(c), with the City and BCESD 3 each receiving 50% of the sales and use taxes collected from the sales tax payers in the areas subsequently annexed for full purposes by the City.

2. Allocations paid to the City shall continue for any qualifying sales and use tax payer as long as the territory remains part of the City for full purposes. Any subsequent deannexation of any territory qualifying under section 1, above, shall cause the full sales and use tax for that territory to revert solely to the District with allocation payments to the City ending in a timely manner per Comptroller procedures.
3. This Agreement is intended for the benefit of the named Parties only and is in no way intended to benefit any other person, either directly or indirectly, including members of the public. Nothing in the Agreement shall or shall be construed to create a partnership or other type of joint enterprise, the sole intent being to create a contractual relationship between the Parties.
4. Nothing in this Agreement is intended to expand any liability that any Party to this Agreement may have to any other person other than a named Party to this Agreement.
5. The validity, interpretation, and performance of this Agreement shall be governed by the laws of the State of Texas.
6. Any suit brought to enforce, interpret, or receive damages under any provision of this Agreement shall be brought in Brazoria County, Texas, where venue for all matters hereunder is stipulated.
7. Neither this Agreement nor any term or provision of it, may be changed, waived, discharged, amended, or modified orally, or in any other manner than by an instrument in writing signed by all the Parties.
8. This Agreement is not assignable by any Party without the written consent of the other Party.
9. Notwithstanding the provisions of the Texas Government Code or the Texas Local Government Code, and unless prohibited by Texas law, each Party shall defend, indemnify, and hold harmless the other Party and its officers, agents, employees and representatives from any and all losses, liability, damages, claims, suits, actions and administrative proceedings, and demands and all expenditures and cost relating to acts or omissions of the indemnitor, its officers, agents or employees arising out of or incidental to the performance of any of the provisions of this Agreement. No Party assumes liability

for the acts or omissions of persons other than each Party's respective officers, agents or employees. This indemnification clause shall survive this Agreement.

10. By entering into this Agreement, neither Party waives any of the immunities provided by the Texas Government Code or the Texas Local Government Code or other applicable provisions of law. This Agreement is not intended to confer any legal rights or benefits on any person or entity other than the Parties of this Agreement.

11. All notices hereunder shall be sent certified mail, return receipt requested to the addresses set forth below the signatures of the Parties to the Agreement. Notices are deemed given and completed upon deposit in the United States Mail. Either Party may change its address by providing ten (10) days written notice of such change to the other Party in the manner provided for above.

EXECUTED in duplicate originals for and on behalf of the Parties on the dates indicated below, but effective May 1, 2025.

ATTEST:

BRAZORIA COUNTY EMERGENCY
SERVICES DISTRICT NO. 3

By: _____
Name: _____
Title: _____

By: _____
Name: Darrell Valusek
Title: District President
Address: _____

COUNTERSIGNED:

Date: _____

By: _____
Name: John Peeler
Title: District Counsel

ATTEST:

THE CITY OF IOWA COLONY, TEXAS

By: _____
Name: _____
Title: _____

By: _____
Name: Wil Kennedy
Title: Mayor
Address: _____

COUNTERSIGNED:

Date: _____

By: _____
Name: Natash Brooks
Title: City Attorney

COMPENSATION STUDY REPORT

Prepared for the City of Iowa Colony, TX

March 13, 2025

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DISCLAIMER

Logic Compensation Group (LCG) makes no warranties on the data presented in this report. While LCG has taken measures to ensure that data contained in this report has been collected, reviewed, validated, and calculated according to standard professional practice and that the content of this report is accurate, errors and omissions can occur.

SECTION 1: STUDY OBJECTIVES

The City of Iowa Colony's overall goals for its 2025 compensation study include attracting and retaining qualified employees and aligning with the comparable marketplace in terms of competitive wages.

The study achieved the following objectives:

- ❖ Collect and evaluate salary structure increases and salary increases.
- ❖ Ensure that the City maintains a competitive position within the market for its current positions.
- ❖ Ensure the City is prepared to offer competitive compensation packages when new positions are introduced.
- ❖ Collect and evaluate police certification pay.

SECTION 2: EXECUTIVE SUMMARY

The City of Iowa Colony (City) engaged Logic Compensation Group (LCG) to conduct a compensation study designed to maintain the compensation system implemented in 2022 and allow the City to continue attracting, rewarding, and retaining qualified staff to support the City's mission and programs.

To achieve the City's desired objectives, the compensation system must ensure that pay is internally aligned with other City jobs and externally aligned with the market. This section summarizes the four phases of the project.

PHASE 1 – STUDY INITIATION

Phase 1 began in November 2024 and was completed in December 2024. LCG consultants met with the City Manager and reviewed City information to understand the organization's current classification and compensation system and evaluate the need for an updated system. LCG consultants used the information obtained from the study initiation meeting and the documentation provided by the City to develop a custom compensation survey.

PHASE 2 – COMPENSATION SURVEY

Phase 2 began in November 2024 and was completed in January 2025. A comprehensive salary survey gathered compensation information from 19 comparable market comparators and 25 benchmark job classifications. Eighty-four percent (84%) of organizations responded to the survey.

Quality checks were performed on the data received. An analysis was performed to determine how the City compares to the market. The market survey results provided the basis for updating the City's salary structure.

For all classifications, the City's pay range minimums were compared to the 50th percentile of the market's pay range minimum, consistent with the City's pay strategy as established by the City Manager. The market difference was used to evaluate the City's competitive position.

Job Group	Market Difference City Minimum vs. Market Minimum
General	-10.7%
Police Officer	-14.5%
Police Sergeant	1.7%
Police Lieutenant	2.0%

Based on market data results, jobs were then evaluated relative to internal equity to the appropriate grade, and costs to implement the proposed salary structure adjustments were calculated. The existing step salary structure was maintained and updated according to market data for both the Police and General pay structures.

PHASE 3 – STUDY RECOMMENDATIONS AND REPORTS

Phase 3 began in February 2025 and was completed in March 2025. Study recommendations were shared with the City Manager. LCG drafted a report, which was shared with the City and then finalized with the City's feedback and input.

The full report that follows this executive summary details the entire project.

PHASE 4 – CLIENT SUPPORT

LCG scheduled four follow-up meetings over the course of the next year with the City to ensure that the systems implemented are working as designed for the City. These meetings will review City classification and compensation questions and issues.

SECTION 3: PROJECT STEPS & RESULTS

LCG believes that the most successful compensation studies are those that have been developed with the active participation of the organization's staff. Our approach, therefore, consisted of a series of logical and inter-related activities that provided for City management's input throughout the study. The activities and results associated with the classification and compensation study are detailed in the following sections.

PHASE 1: PROJECT INITIATION

OBJECTIVES

Phase 1 focused on managing the study relationship between Logic Compensation Group and the City, developing an understanding of the City's current compensation systems, and developing a framework that would guide the remainder of the study. This phase established the parameters surrounding the conduct of the study.

PROCESS & METHODOLOGY

LCG collected and reviewed a variety of documents related to the City's classification and compensation system, including current job descriptions and pay structures.

LCG met with the City Manager to discuss a number of aspects pertaining to the study. The purpose of this meeting was to discuss the City's current compensation system and:

- ❖ Identify what aspects of the compensation system were working well;
- ❖ Identify compensation areas in need of review and improvement;
- ❖ Determine prospective comparator organizations; and
- ❖ Determine metrics to assess the City's level of competitiveness in the market.

OUTCOMES & DELIVERABLES

Following the review of materials and meetings with the City Manager, the following deliverables were provided to the City for input and approval.

1. List of organizations and benchmark jobs to survey.
2. Development of a market survey designed to collect market information for comparison with the City.

PHASE 2: COMPENSATION SURVEY

OBJECTIVE

Market data were collected and analyzed to gain information about the salary levels of comparable jobs in organizations with whom the City competes for talent. LCG conducted a salary survey covering 25 benchmark classifications.

PROCESS & METHODOLOGY

Comparator Organizations Surveyed

LCG worked with the City Manager to determine which organizations to survey during the study initiation process. Comparator organizations identified during this process are shown below. Because of the growth of the City, seven new organizations were added to the comparator group noted in the table accordingly, and three comparators were removed as comparators. These organizations were the City of Dayton, the City of Jersey Village, and the City of La Marque. Considerable follow-up by both LCG and the City Manager was done to encourage completion of the survey. The participation rate for the City's survey was 84%, which represents a high level of survey participation.

Organizations Surveyed	Participation Status
City of Alvin	Returned
City of Angleton	Returned
City of Boerne*	Returned
City of Clute	Returned
City of Freeport	Returned
City of Gainesville*	Returned
City of Gatesville*	No Response
City of Glenn Heights*	Returned
City of Granbury*	Returned
City of Groves*	No Response
City of Humble*	Returned
City of Manvel	Returned
City of Mont Belvieu	Returned
City of Pearland	Returned
City of Richmond	Researched
City of Santa Fe	No Response
City of Seabrook	Returned
City of Tomball	Returned
City of Webster	Returned

*Organizations new to the comparator group.

Benchmark Classifications

LCG worked with the City Manager to select benchmark classifications for survey. The following classifications were identified as benchmark jobs:

Benchmark #	Benchmark Title	Benchmark #	Benchmark Title
1	City Manager	14	Code Enforcement Officer
2	City Secretary	15	Animal Control Officer
3	City Attorney	16	Utility Superintendent
4	Building Official	17	Public Works Foreman
5	Municipal Court Clerk /Administrator	18	Public Works Crew Leader
6	Deputy Court Clerk	19	Maintenance Worker I
7	Human Resources Manager	20	Police Chief
8	IT Systems Manager	21	Police Lieutenant
9	Senior Accountant	22	Police Sergeant
10	Accountant	23	Police Officer
11	Senior Permit Clerk	24	Telecommunication Operator/Police Dispatcher
12	Permit Clerk	25	Fire Marshal
13	Senior Planner		

Survey Development

LCG, in consultation with the City Manager, developed a customized survey to collect market pay data. To assist comparator organizations in determining appropriate job matches based on duties and responsibilities rather than title, the survey contained job summaries, required minimum qualifications, and typical supervision exercised for each classification. The following information was collected for each benchmark job and is effective as of December 1, 2024:

1. Comparator Organization's Matching Title
2. FLSA Status
3. Annual Base Hours Worked

4. Number of Incumbents
5. Average Time in Job (in years)
6. Average Annual Base Salary
7. Annual Range Minimum and Maximum

The survey also included questions on the following:

- ❖ Organizational Information
- ❖ Salary Structure Adjustments & Pay Increase Amounts
- ❖ Police Certification Incentive Offerings

Upon receipt of all completed participant surveys, LCG performed the following activities to ensure data integrity and appropriate matching of jobs by comparator organizations:

- ❖ Reviewed all data provided by comparator organizations.
- ❖ Adjusted salary data based on classification:
 - Police Officer, Police Sergeant, and Police Lieutenant were converted to hourly rates to ensure an accurate comparison of pay across different work schedules.
 - All other classifications were converted to an annual salary based on 2,080 hours.
- ❖ Performed follow-ups with comparator organizations to clarify any questions regarding data submitted.
- ❖ Performed outlier analysis to identify any data falling outside 2 standard deviations of the median and reviewed this data for exclusion from data analysis. No data was omitted from the data analysis.

OUTCOMES & DELIVERABLES

Following the quality checks, an assessment of how the City pays compared to the market was performed. A summary report showing the market data was prepared, discussed and reviewed by the City. This step served as both an internal review of the data and ensured the City's understanding of the market data. The market data sheets were provided under separate cover to the City. The following sections summarize the additional information surveyed. Questions are included prior to each chart below.

Summary of Comparator Organization Demographics

General organizational information was collected during the survey process and is summarized below. For reference and comparison purposes, the 2022 Compensation Study data have been included. It is important to note that the current comparator group differs from the 2022 comparator group surveyed.

Organization Data	2024 Total Customers	2022 Total Customers	2024 Annual Total Budget	2022 Annual Total Budget	2024 Total FTEs	2022 Total FTEs	2024 Regular PT EEs*	2024 # Job Titles	2022 # Job Titles
City	18,000	10,000	\$9.6M	\$7.6M	33	21	0	0	15
AVERAGE	23,182	22,807	\$64.3M	\$47.8M	223	190	27	101	96
MEDIAN	13,662	12,323	\$60.0M	\$34.5M	201	130	19	96	84
LOW	10,550	7,654	\$15.8M	\$19.1M	98	60	3	20	35
HIGH	130,000	125,825	\$126.4M	\$99.6M	827	795	95	211	215

*The 2022 survey did not include part-time employees' data.

Note: Not all organizations provided a response.

Summary of Pay Comparison Targets

Question: Competitive position in the market your organization strives for when comparing pay (i.e., median, average, 60%, 70%, etc.).

The City's pay comparison target remains the median, or 50th percentile. Targets utilized at other organizations are:

Pay Comparison Target	2024	2022
Median rate of pay	3	3
Average rate of pay	2	1
75 th Percentile	4	3
Other	3	1
Not Established or Unknown	7	4

Summary of Primary Metrics for Market Comparison

Question: Primary metric for comparing level of competitiveness in the market (i.e., range min, range max, range midpoints, actual salaries, etc.).

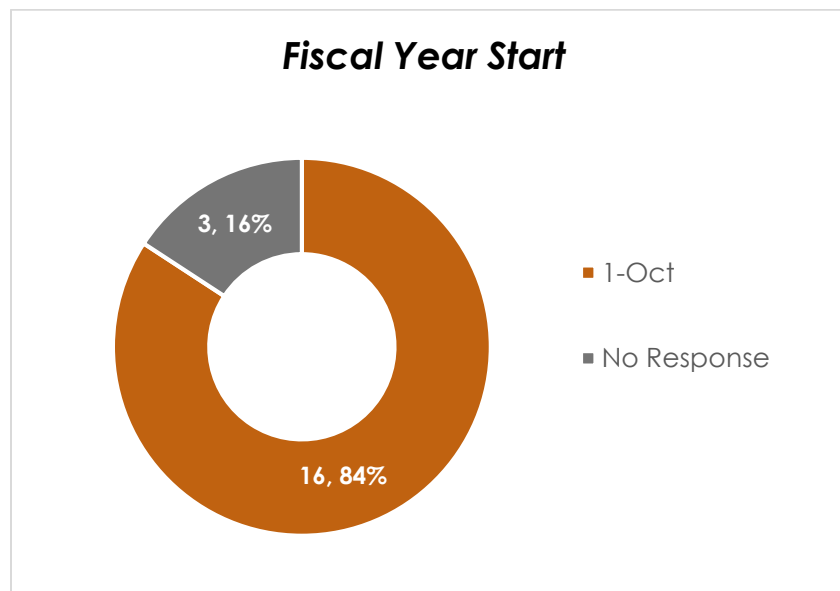
The City's primary metric for comparing pay was actual salaries in the 2022 study. This metric has been updated to range minimums because the City administers a step pay structure where new hires typically begin at the first step. For this reason, using range minimum as the primary metric will maintain the City's competitive position in the market. Metrics utilized at other organizations are:

Compensation Metric	2024	2022
Actual Salaries	3	2
Range Midpoint	4	4
Range Minimums	3	1
Entire Range	3	1
Not Established or Unknown	6	4

Summary of Fiscal Year Start, Pay Structure, and Salary Adjustments

Question: When does your Fiscal Year start?

The chart below summarizes the date of the start of the fiscal year reported by survey respondents.



Question: Please provide the **most recent average percentage increase** for the following increase types.

Only the Pay Structure summary includes the 2022 data because the Employee Increase data was not collected using the same method.

Pay Structure Adjustments

2024 (n=14) 2022 (n=6)	2024 Exec/ Mgmt	2022 Exec/ Mgmt	2024 Exempt	2022 Exempt	2024 Non- Exempt	2022 Non- Exempt	2024 Police	2022 Police
City of Iowa Colony	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Average	2.25%	3.89%	2.82%	3.95%	2.36%	4.08%	3.03%	4.28%
Median	3.00%	4.00%	3.00%	4.00%	3.00%	4.00%	3.00%	4.00%
Low	0.00%	2.00%	0.00%	2.00%	0.00%	2.00%	0.00%	0.00%
High	5.00%	5.86%	5.00%	6.79%	5.00%	8.74%	8.37%	14.66%

Employee Increases (n=15)

	2024 Exec/Mgmt	2024 Exempt	2024 Non- Exempt	2024 Police
City of Iowa Colony	6%	5.5%	5.5%	6%
Average	3.89%	3.95%	4.08%	4.28%
Median	4.00%	4.00%	4.00%	4.00%
Low	2.00%	2.00%	2.00%	0.00%
High	5.86%	6.79%	8.74%	14.66%

Summary of Police Certification Pay

Question: Indicate the amount, in dollars or percent, offered for the following certifications.

Police certification pay was not surveyed in 2022.

Police Certification Pay (n=16)

	Basic*	Intermediate	Advanced	Master
City of Iowa Colony	\$0	\$2,100	\$2,700	\$3,300
Average	-	\$1,110	\$1,769	\$2,608
Median	-	\$1,000	\$1,800	\$2,400
Low	-	\$500	\$600	\$600
High	-	\$2,210	\$3,900	\$5,460

*Only one organization reported offering Basic Certification Pay.

**One organization indicated it did not offer Police Certification Pay.

Market Comparison Summary

Consistent with the City's pay strategy, City range minimums were compared to the median, or 50th percentile, of range minimums in the market. The median figure represents the point where 50% of the rates are below the median and 50% of the rates are above the median. Data were aged to October 1, 2025, consistent with the start of its fiscal year.

Consistent with professional compensation standards, LCG requires a minimum of five valid data points to be reported for a benchmark to make comparisons with and draw conclusions from market data. Using a minimum of five data points ensures a more reliable representation of the data that exists within the market and complies with Federal anti-trust safety zone guidelines. Three benchmarks did not receive the minimum number of valid responses; therefore, "N/A" is reflected in the market data sheets and summary comparison data found in Appendix A.

Upon consultation with the City Manager, specific management level classifications from the City of Pearland were removed from the data analysis because the scope of Pearland's jobs are significantly larger than the City of Iowa Colony. These include:

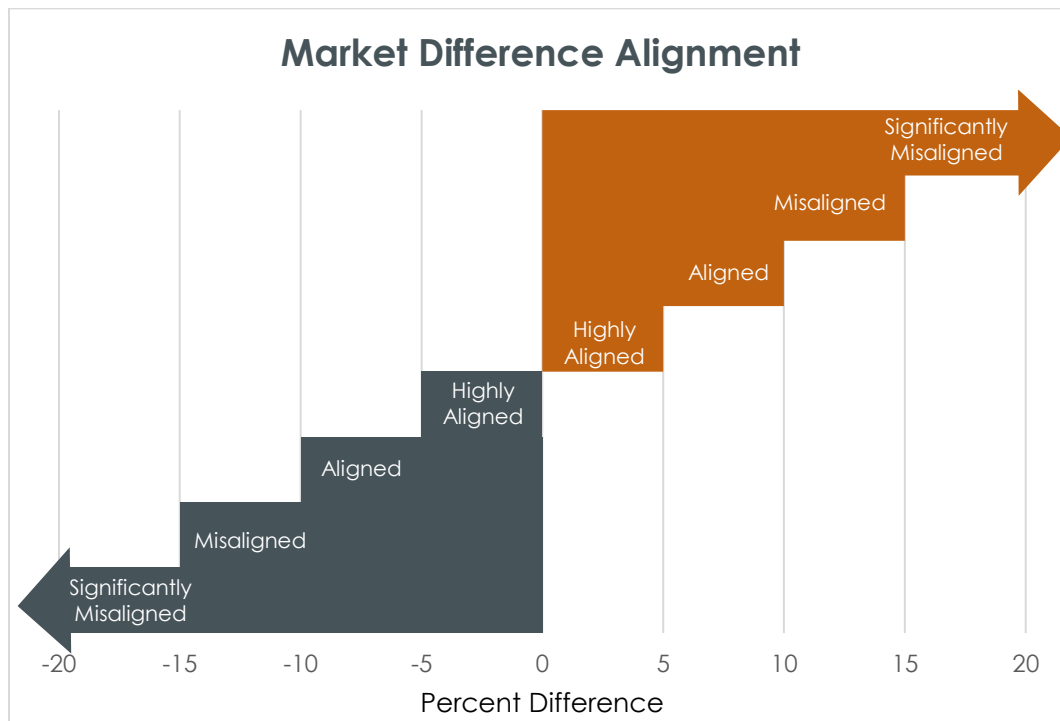
- ❖ City Manager
- ❖ City Secretary
- ❖ City Attorney
- ❖ Police Chief

The 2022 study used market index information to establish a pay structure using actual salaries to establish the pay range midpoints. The City determined that the 50th percentile of the market's pay range minimums would be the pay target for comparison with the City's pay range minimums for the purposes of this study. Because the City has an established structure, market difference information was used to update the City's pay structures.

When comparing the City to the market, LCG utilized a market difference to represent the City's position relative to the market. The market position alignment is described in the following table and chart.

Market Difference	Market Position of City's Pay Target
+/- 5%	Highly Aligned
+/- 5% to +/- 10%	Aligned
+/- 10% to +/- 15%	Misaligned
+/- 15% or more	Significantly Misaligned

This concept is depicted as follows.



The survey results showed that, from an aggregate perspective, the City's General classifications are misaligned with the market at -10.7 %. Furthermore, the City's Police classifications are highly aligned with the market at -2.1%. The market result summaries for each benchmark job are included in **Appendix A**.

While this information is reflective of the respective employee groups overall, individual job classifications varied from the market. The data shown for each benchmark job:

- ❖ Excludes the City's data.
- ❖ Includes data collected from all participant organizations.
- ❖ Is effective as of December 1, 2025.

A comparison of market pay range widths to the City's show a slight difference as depicted in the table below:

Range Widths	2024 City Average	2022 City Average	2024 Market Average	2022 Market Average
General	35.3%	35.2%	46.4%	45.8%
Police Officer, Sergeant, & Lieutenant	18.4%	34.5%*	39.1%	36.3%*

*2022 included Police Officer and Police Sergeant only.

PHASE 3: STUDY RECOMMENDATIONS & REPORT

OBJECTIVES

Using the market data, new General and Police compensation plans were developed. LCG also presented implementation options for the City's consideration and determined estimated implementation costs.

PROCESS & METHODOLOGY

Developed Salary Structure

General Classifications

After discussing salary structure options with the City Manager, a general pay structure was developed by applying the overall market difference of 10.7% to the current structure.

An additional step was also added to the existing pay structure for general employees to increase the range widths and more closely match those of the market. This update resulted in range widths at 38% for grades 1 through 16, and 47% for management grades 17 through 20. The wider range widths for higher level classifications provide more flexibility in base pay due to greater variability in function, experience, and market pay typically expected in management classifications.

While the salary ranges for job classifications will change in the updated structure, grades will remain the same for all classifications except the City Secretary, which significantly lags the market, and because of this situation, a one pay grade increase resulted. The resulting General pay structure is included in **Appendix B**.

Police Classifications

Logic Compensation Group discussed options for the Police pay structure, which includes the Police Officer, Police Sergeant, and Police Lieutenant classifications.

Pay grade PS1 includes the Police Officer classification and the market range minimum, significantly lagged the market with a market difference of -14.7%. The current PS1 steps were maintained at a 3% step difference. The Police Corporal and Police Investigator classifications found in grade PS1a were moved to the PS1 grade for ease of employee pay management and to reduce pay grade compression.

While Police Sergeant and Police Lieutenant pay were in general aligned with the market, their pay grades were adjusted to maintain adequate promotional thresholds. The PS2 grade, in which the Police Sergeant classification is assigned, was set 5% above the PS1 grade range max to establish a 5% promotion between these classifications. The current number of steps and the established 3% step difference used for grade PS2 were maintained from the City's current structure.

The PS3 grade, in which the Police Lieutenant classification is assigned, was set 5% above the PS2 grade range max to establish a 5% promotion between these classifications. The number of steps used for grade PS3 were expanded by 3 steps to match the PS2 structure. This extension enables compensation for longevity and experience in this classification. The 3% step difference was maintained consistent with the City's current Police pay structure.

The City may consider offering a certification pay for the Police Corporal and Police Investigator classifications to acknowledge and compensate the higher level responsibilities of these roles. However, certification pay for individuals may impact the promotional increases. The resulting Police pay structure is found in **Appendix B**.

Determined Implementation Cost

With updated pay structures developed, LCG estimated the cost of implementation. Individual employee adjustments are based on an employee's current compensation and step within their respective grade. Two options for the implementation of General and Police pay structures were developed:

1. Bring employees to the range minimum or the next highest step in the proposed structure.
2. Maintain the employee's current step in the proposed structure.

The total cost for General employees and for Police employees is summarized in the next table. The criteria used to determine the implementation cost impacts were:

- ❖ No employee would be paid less than the minimum of the new salary range for their job.
- ❖ No employee's salary would decrease from their current rate.
- ❖ All employees must have a salary that is on step.

Options by Group	Dollar Amount	% of Payroll
General Classifications		
Option 1 – Bring to Range Minimum or Next Highest Step	\$47,486	3.1%
Option 2 – Maintain Current Step in Updated Structure	\$155,833	10.2%
Police Classifications		
Option 1 – Bring to Range Minimum or Next Highest Step	\$69,700	7.8%
Option 2 – Maintain Current Step in Updated Structure	\$94,185	10.6%

If the projected implementation costs exceed the City's budget, implementation may need to be phased in over time, depending on the financial situation of the City. LCG does not recommend extending the phase-in period beyond two years, as by the third year, the market will have changed, which could result in the City's pay structures lagging the market if not updated on a regular basis.

The City Manager is excluded from any cost calculations because it is not included in the General salary structure. The City should consider adjustments to City Manager pay based on market data as the job is trailing the market by -8.9%

Guidelines for Structure and Pay Administration

The City may need to establish additional levels within job families to meet growth and work demands in the future. The City may also wish to apply discretion in some instances to account for performance and tenure that have not been accounted for in the implementation options. However, this situation can cause issues with employees

feeling like they have not been treated fairly or in alignment with implementation strategies. The preferred implementation methodology is to apply a consistent approach when implementing the study results and adjusting employee pay.

In terms of structure maintenance, the salary structures should be adjusted annually by a structure movement trend factor to maintain the City's desired level of competitiveness with the market. The structure adjustment can be determined by reviewing CPI or inflation rates, conducting a survey of the City's pay structure adjustment, considering budget forecasting, utilizing pay trend surveys and data, or any combination thereof.

In addition to adjusting the salary structures each year to keep pace with the market, the City should conduct a comprehensive base pay study similar to this study every three to four years.

OUTCOMES & DELIVERABLES

LCG recommends adopting the proposed salary structures and implementing the proposed salary changes to enable the City to retain current employees and attract future employees. Furthermore, LCG recommends ensuring that the City's pay administration guidelines align with study results.

Logic Compensation Group prepared a draft report for the City's review. Following the City's discussion and feedback, adjustments were incorporated to supplement and provide additional clarifications, and this final report was delivered. A virtual presentation to the City Council was made by LCG consultants.

PHASE 4: PROGRAM MAINTENANCE & CLIENT SUPPORT

Additional meetings with the City will be held following the City's implementation of study results. The purpose of these meetings is to assist the City with questions or issues following implementation of the study.

APPENDIX A: MARKET COMPARISON SUMMARY

GENERAL CLASSIFICATIONS

												MARKET DATA COMPARISONS AT 50th PERCENTILE							
		Market Data				IOWA COLONY'S DATA						ACTUAL SALARY		RANGE MINIMUM		RANGE MAXIMUM		RANGE SPREADS	
Bench ID	Benchmark Title	# Orgs	FLSA (NE vs. EX)	# Inc	Avg TIP	FLSA	# Inc	TIP	Avg Salary	Range Min	Range Max	Market 50th Salary	Market Diff Iowa Colony vs Mkt	Market 50th Range Min	Market Diff Iowa Colony vs Mkt	Market 50th Range Max	Market Diff Iowa Colony vs Mkt	Iowa Colony	Mkt Avg
1	City Manager	15	0% vs. 100%	15	7.4	EX	1	3.5	\$203,299	N/A	N/A	\$221,302	-8.9%	\$173,349	N/A	\$260,024	N/A	N/A	50.0%
2	City Secretary	14	0% vs. 100%	14	6.7	EX	1	7.5	\$76,752	\$64,521	\$86,840	\$112,587	-46.7%	\$104,377	-61.8%	\$152,546	-75.7%	34.6%	46.1%
3	City Attorney	3	N/A	N/A	N/A	EX	1	1.5	\$167,564	\$144,539	\$206,086	N/A	N/A	N/A	N/A	N/A	N/A	42.6%	N/A
4	Building Official	14	14% vs. 86%	14	5.9	EX	0	N/A	N/A	\$75,816	\$101,982	\$98,159	N/A	\$85,563	-12.9%	\$128,335	-25.8%	34.5%	50.0%
5	Municipal Court Clerk/Administrator	15	27% vs. 73%	17	8.5	EX	1	4.5	\$71,260	\$64,521	\$86,840	\$89,974	-26.3%	\$74,518	-15.5%	\$106,245	-22.3%	34.6%	42.6%
6	Deputy Court Clerk	15	93% vs. 7%	36	4.5	NE	1	3.5	\$41,246	\$33,841	\$45,531	\$44,921	-8.9%	\$38,270	-13.1%	\$56,711	-24.6%	34.5%	48.2%
7	Human Resources Manager	2	N/A	N/A	N/A	EX	0	N/A	N/A	\$75,816	\$101,982	N/A	N/A	N/A	N/A	N/A	N/A	34.5%	N/A
8	IT Systems Manager	5	N/A	N/A	N/A	EX	1	0.5	\$98,342	\$89,086	\$119,787	\$97,584	0.8%	N/A	N/A	N/A	N/A	34.5%	N/A
9	Senior Accountant	12	25% vs. 75%	12	2.2	EX	1	4.5	\$94,681	\$75,816	\$101,982	\$88,915	6.1%	\$77,595	-2.3%	\$113,215	-11.0%	34.5%	45.9%
10	Accountant	13	54% vs. 46%	15	3.8	NE	2	0.5	\$64,521	\$64,521	\$86,840	\$67,882	-5.2%	\$61,306	5.0%	\$88,707	-2.2%	34.6%	44.7%
11	Senior Permit Clerk	3	N/A	N/A	N/A	NE	1	7.0	\$50,336	\$46,737	\$62,878	N/A	N/A	N/A	N/A	N/A	N/A	34.5%	N/A
12	Permit Clerk	15	93% vs. 7%	24	3.9	NE	0	N/A	N/A	\$33,841	\$45,531	\$45,946	N/A	\$39,273	-16.1%	\$57,450	-26.2%	34.5%	46.3%
13	Senior Planner	9	0% vs. 100%	11	1.1	EX	0	N/A	N/A	\$75,816	\$101,982	\$77,425	N/A	\$67,100	11.5%	\$100,665	1.3%	34.5%	50.0%
14	Code Enforcement Officer	16	94% vs. 6%	32	4.3	NE	1	0.5	\$39,769	\$39,769	\$53,476	\$55,837	-40.4%	\$45,445	-14.3%	\$64,886	-21.3%	34.5%	42.8%
15	Animal Control Officer	12	100% vs. 0%	24	6.3	NE	1	0.5	\$39,769	\$39,769	\$53,476	\$49,181	-23.7%	\$41,271	-3.8%	\$59,475	-11.2%	34.5%	44.1%
16	Utility Superintendent	11	18% vs. 82%	12	7.7	NE	0	N/A	N/A	\$54,912	\$73,840	\$89,974	N/A	\$74,080	-34.9%	\$111,100	-50.5%	34.5%	50.0%
17	Public Works Foreman	11	64% vs. 36%	22	7.2	NE	1	4.5	\$70,283	\$54,912	\$73,840	\$67,919	3.4%	\$55,261	-0.6%	\$82,891	-12.3%	34.5%	50.0%
18	Public Works Crew Leader	8	100% vs. 0%	47	7.2	NE	1	0.5	\$40,768	\$39,769	\$53,476	\$53,723	-31.8%	\$49,092	-23.4%	\$64,209	-20.1%	34.5%	30.8%
19	Maintenance Worker I	15	100% vs. 0%	165	4.9	NE	2	0.5	\$33,841	\$33,841	\$45,531	\$42,833	-26.6%	\$38,268	-13.1%	\$55,837	-22.6%	34.5%	45.9%
20	Police Chief	15	0% vs. 100%	14	7.2	EX	1	6.0	\$134,409	\$123,011	\$175,406	\$156,938	-16.8%	\$123,670	-0.5%	\$182,898	-4.3%	42.6%	47.9%
24	Telecommunication Operator/Police Dispatcher	15	100% vs. 0%	130	4.2	NE	3	0.5	\$39,769	\$39,769	\$53,476	\$50,386	-26.7%	\$45,150	-13.5%	\$67,714	-26.6%	34.5%	50.0%
25	Fire Marshal	12	42% vs. 58%	13	5.9	EX	1	4.0	\$105,892	\$89,086	\$119,787	\$113,421	-7.1%	\$90,170	-1.2%	\$134,688	-12.4%	34.5%	49.4%
AGGREGATE COMPARISON					5.5	2.9							-13.8%	-10.7%		-19.7%		35.3%	46.4%

POLICE CLASSIFICATIONS

												MARKET DATA COMPARISONS AT 50th PERCENTILE							
		Market Data				IOWA COLONY'S DATA						ACTUAL SALARY		RANGE MINIMUM		RANGE MAXIMUM		RANGE SPREADS	
Bench ID	Benchmark Title	# Orgs	FLSA (NE vs. EX)	# Inc	Avg TIP	FLSA	# Inc	TIP	Avg Salary	Range Min	Range Max	Market 50th Salary	Market Diff Iowa Colony vs Mkt	Market 50th Range Min	Market Diff Iowa Colony vs Mkt	Market 50th Range Max	Market Diff Iowa Colony vs Mkt	Iowa Colony	Mkt Avg
21	Police Lieutenant	12	50% vs. 50%	34	6.9	NE	1	1.0	\$50.47	\$49.00	\$53.54	\$56.28	-11.5%	\$48.03	2.0%	\$63.00	-17.7%	9.3%	31.2%
22	Police Sergeant	15	100% vs. 0%	103	6.8	NE	2	0.5	\$39.80	\$39.80	\$47.51	\$44.58	-12.0%	\$39.14	1.7%	\$55.50	-16.8%	19.4%	41.8%
23	Police Officer	16	100% vs. 0%	401	5.1	NE	8	2.0	\$29.58	\$27.88	\$35.32	\$35.56	-20.2%	\$31.91	-14.5%	\$46.04	-30.3%	26.7%	44.3%
AGGREGATE COMPARISON					6.3	1.2							-13.8%	-2.1%		-20.7%		18.4%	39.1%

APPENDIX B: UPDATED PAY STRUCTURES

**City of Iowa Colony
2024-25 Proposed Pay Scale**

Title	Pay Grade	Steps	P (Minimum)	A	B	C	D	E	F	G	H	I	J	K	L	M (Maximum)	Step Spread	Range Spread
Deputy Court Clerk; Permits Clerk; Maintenance Worker I; Receptionist	10	Hourly	\$18.01	\$18.46	\$18.92	\$19.39	\$19.87	\$20.37	\$20.88	\$21.40	\$21.94	\$22.49	\$23.05	\$23.63	\$24.22	\$24.83	2.5%	37.9%
		Bi-Weekly	\$1,440.87	\$1,476.80	\$1,513.60	\$1,551.20	\$1,589.60	\$1,629.60	\$1,670.40	\$1,712.00	\$1,755.20	\$1,799.20	\$1,844.00	\$1,890.40	\$1,937.60	\$1,986.40		
		Annual	\$37,462.65	\$38,396.80	\$39,353.60	\$40,331.20	\$41,329.60	\$42,369.60	\$43,430.40	\$44,512.00	\$45,635.20	\$46,779.20	\$47,944.00	\$49,150.40	\$50,377.60	\$51,646.40		
9-1-1 Telecommunicator; Maintenance Crew Leader; Animal Control Officer; Code Enforcement Officer; Administrative Assistant	11	Hourly	\$21.16	\$21.69	\$22.23	\$22.79	\$23.36	\$23.94	\$24.54	\$25.15	\$25.78	\$26.42	\$27.08	\$27.76	\$28.45	\$29.16	2.5%	37.8%
		Bi-Weekly	\$1,692.80	\$1,735.20	\$1,778.40	\$1,823.20	\$1,868.80	\$1,915.20	\$1,963.20	\$2,012.00	\$2,062.40	\$2,113.60	\$2,166.40	\$2,220.80	\$2,276.00	\$2,332.80		
		Annual	\$44,012.80	\$45,115.20	\$46,238.40	\$47,403.20	\$48,588.80	\$49,795.20	\$51,043.20	\$52,312.00	\$53,622.40	\$54,953.60	\$56,326.40	\$57,740.80	\$59,176.00	\$60,652.80		
Permits Coordinator; Lead Telecommunicator	12	Hourly	\$24.86	\$25.48	\$26.12	\$26.77	\$27.44	\$28.13	\$28.83	\$29.55	\$30.29	\$31.05	\$31.83	\$32.63	\$33.45	\$34.29	2.5%	37.9%
		Bi-Weekly	\$1,988.80	\$2,038.40	\$2,089.60	\$2,141.60	\$2,195.20	\$2,250.40	\$2,306.40	\$2,364.00	\$2,423.20	\$2,484.00	\$2,546.40	\$2,610.40	\$2,676.00	\$2,743.20		
		Annual	\$51,708.80	\$52,998.40	\$54,329.60	\$55,681.60	\$57,075.20	\$58,510.40	\$59,966.40	\$61,464.00	\$63,003.20	\$64,584.00	\$66,206.40	\$67,870.40	\$69,576.00	\$71,323.20		
Public Works Foreman; Building Inspector; Comms/Records Supervisor	13	Hourly	\$29.21	\$29.94	\$30.69	\$31.46	\$32.25	\$33.06	\$33.89	\$34.74	\$35.61	\$36.50	\$37.41	\$38.35	\$39.31	\$40.29	2.5%	37.9%
		Bi-Weekly	\$2,336.80	\$2,395.20	\$2,455.20	\$2,516.80	\$2,580.00	\$2,644.80	\$2,711.20	\$2,779.20	\$2,848.80	\$2,920.00	\$2,992.80	\$3,068.00	\$3,144.80	\$3,223.20		
		Annual	\$60,756.80	\$62,275.20	\$63,835.20	\$65,436.80	\$67,080.00	\$68,764.80	\$70,491.20	\$72,259.20	\$74,068.80	\$75,920.00	\$77,812.80	\$79,748.00	\$81,764.80	\$83,803.20		
Mun Court Clerk/Administrator; Accountant; Utilities Superintendent;	14	Hourly	\$34.32	\$35.18	\$36.06	\$36.96	\$37.88	\$38.83	\$39.80	\$40.80	\$41.82	\$42.87	\$43.94	\$45.04	\$46.17	\$47.32	2.5%	37.9%
		Bi-Weekly	\$2,745.60	\$2,814.40	\$2,884.80	\$2,956.80	\$3,030.40	\$3,106.40	\$3,184.00	\$3,264.00	\$3,345.60	\$3,429.60	\$3,515.20	\$3,603.20	\$3,693.60	\$3,785.60		
		Annual	\$71,385.60	\$73,174.40	\$75,004.80	\$76,876.80	\$78,790.40	\$80,766.40	\$82,784.00	\$84,864.00	\$86,985.60	\$89,169.60	\$91,395.20	\$93,683.20	\$96,033.60	\$98,425.60		
City Secretary; Sr. Accountant; Building Official; HR Manager; Sr. Planner	15	Hourly	\$40.33	\$41.34	\$42.37	\$43.43	\$44.52	\$45.63	\$46.77	\$47.94	\$49.14	\$50.37	\$51.63	\$52.92	\$54.24	\$55.60	2.5%	37.9%
		Bi-Weekly	\$3,226.40	\$3,472.56	\$3,559.08	\$3,648.12	\$3,739.68	\$3,832.92	\$3,928.68	\$4,026.96	\$4,127.76	\$4,231.08	\$4,336.92	\$4,445.28	\$4,556.16	\$4,670.40		
		Annual	\$83,886.40	\$85,987.20	\$88,129.60	\$90,334.40	\$92,601.60	\$94,910.40	\$97,281.60	\$99,715.20	\$102,211.20	\$104,769.60	\$107,390.40	\$110,073.60	\$112,819.20	\$115,648.00		
Fire Marshal; IT Systems Manager; Finance Manager	16	Hourly	\$47.39	\$48.57	\$49.78	\$51.02	\$52.30	\$53.61	\$54.95	\$56.32	\$57.73	\$59.17	\$60.65	\$62.17	\$63.72	\$65.31	2.5%	37.8%
		Bi-Weekly	\$3,791.20	\$4,079.88	\$4,181.52	\$4,285.68	\$4,393.20	\$4,503.24	\$4,615.80	\$4,730.88	\$4,849.32	\$4,970.28	\$5,094.60	\$5,222.28	\$5,352.48	\$5,486.04		
		Annual	\$98,571.20	\$101,025.60	\$103,542.40	\$106,121.60	\$108,784.00	\$111,508.80	\$114,296.00	\$117,145.60	\$120,078.40	\$123,073.60	\$126,152.00	\$129,313.60	\$132,537.60	\$135,844.80		
Community Dev Director; Finance Director; Public Works Director	17	Hourly	\$55.68	\$57.35	\$59.07	\$60.84	\$62.67	\$64.55	\$66.49	\$68.48	\$70.53	\$72.65	\$74.83	\$77.07	\$79.38	\$81.76	3.0%	46.8%
		Bi-Weekly	\$4,454.40	\$4,817.40	\$4,961.88	\$5,110.56	\$5,264.28	\$5,422.20	\$5,585.16	\$5,752.32	\$5,924.52	\$6,102.60	\$6,285.72	\$6,473.88	\$6,667.92	\$6,867.84		
		Annual	\$115,814.40	\$119,288.00	\$122,865.60	\$126,547.20	\$130,353.60	\$134,264.00	\$138,299.20	\$142,438.40	\$146,702.40	\$151,112.00	\$155,646.40	\$160,305.60	\$165,110.40	\$170,060.80		
Police Chief/Dir. Public Safety; City Engineer	18	Hourly	\$65.42	\$67.38	\$69.40	\$71.48	\$73.62	\$75.83	\$78.10	\$80.44	\$82.85	\$85.34	\$87.90	\$90.54	\$93.26	\$96.06	3.0%	46.8%
		Bi-Weekly	\$5,233.60	\$5,659.92	\$5,829.60	\$6,004.32	\$6,184.08	\$6,369.72	\$6,560.40	\$6,756.96	\$6,959.40	\$7,168.56	\$7,383.60	\$7,605.36	\$7,833.84	\$8,069.04		
		Annual	\$136,073.60	\$140,150.40	\$144,352.00	\$148,678.40	\$153,129.60	\$157,726.40	\$162,448.00	\$167,315.20	\$172,328.00	\$177,507.20	\$182,832.00	\$188,323.20	\$193,980.80	\$199,804.80		
City Attorney; Assistant City Manager	19	Hourly	\$76.87	\$79.18	\$81.56	\$84.01	\$86.53	\$89.13	\$91.80	\$94.55	\$97.39	\$100.31	\$103.32	\$106.42	\$109.61	\$112.90	3.0%	46.9%
		Bi-Weekly	\$6,149.60	\$6,651.12	\$6,851.04	\$7,056.84	\$7,268.52	\$7,486.92	\$7,711.20	\$7,942.20	\$8,180.76	\$8,426.04	\$8,678.88	\$8,939.28	\$9,207.24	\$9,483.60		
		Annual	\$159,889.60	\$164,694.40	\$169,644.80	\$174,740.80	\$179,982.40	\$185,390.40	\$190,944.00	\$196,664.00	\$202,571.20	\$208,644.80	\$214,905.60	\$221,353.60	\$227,988.80	\$234,832.00		
	20	Hourly	\$90.32	\$93.03	\$95.82	\$98.69	\$101.65	\$104.70	\$107.84	\$111.08	\$114.41	\$117.84	\$121.38	\$125.02	\$128.77	\$132.63	3.0%	46.8%
		Bi-Weekly	\$7,225.60	\$7,814.52	\$8,048.88	\$8,289.96	\$8,538.60	\$8,794.80	\$9,058.56	\$9,330.72	\$9,610.44	\$9,898.56	\$10,195.92	\$10,501.68	\$10,816.68	\$11,140.92		
		Annual	\$187,865.60	\$193,502.40	\$199,305.60	\$205,275.20	\$211,432.00	\$217,776.00	\$224,307.20	\$231,046.40	\$237,972.80	\$245,107.20	\$252,470.40	\$260,041.60	\$267,841.60	\$275,870.40		

*Light blue text indicates future positions that the City has allocated into pay grades.



PUBLIC SAFETY (POLICE)

Title	Pay Grade		P	A	B	C	D	E	F	G	H	Step Spread	Range Spread
			(Minimum)			(Midpoint)					(Maximum)		
Police Officer; Police Corporal; Police Investigator	PS1	Hourly	\$31.91	\$32.87	\$33.86	\$34.88	\$35.93	\$37.01	\$38.12	\$39.26	\$40.44	3.0%	26.7%
		Bi-Weekly (84)	\$2,680.42	\$2,761.08	\$2,844.24	\$2,929.92	\$3,018.12	\$3,108.84	\$3,202.08	\$3,297.84	\$3,396.96		
		Annual (2184)	\$69,690.82	\$71,788.08	\$73,950.24	\$76,177.92	\$78,471.12	\$80,829.84	\$83,254.08	\$85,743.84	\$88,320.96		
		Bi-Weekly (80)	\$2,552.78	\$2,629.60	\$2,708.80	\$2,790.40	\$2,874.40	\$2,960.80	\$3,049.60	\$3,140.80	\$3,235.20		
		Annual (2080)	\$66,372.21	\$68,369.60	\$70,428.80	\$72,550.40	\$74,734.40	\$76,980.80	\$79,289.60	\$81,660.80	\$84,115.20		
Police Sergeant	PS2	Hourly	\$42.46	\$43.74	\$45.05	\$46.40	\$47.79	\$49.22	\$50.70			3.0%	19.4%
		Bi-Weekly (84)	\$3,566.81	\$3,674.16	\$3,784.20	\$3,897.60	\$4,014.36	\$4,134.48	\$4,258.80				
		Annual (2184)	\$92,737.01	\$95,528.16	\$98,389.20	\$101,337.60	\$104,373.36	\$107,496.48	\$110,728.80				
		Bi-Weekly (80)	\$3,396.96	\$3,499.20	\$3,604.00	\$3,712.00	\$3,823.20	\$3,937.60	\$4,056.00				
		Annual (2080)	\$88,320.96	\$90,979.20	\$93,704.00	\$96,512.00	\$99,403.20	\$102,377.60	\$105,456.00				
Police Lieutenant	PS3	Hourly	\$53.24	\$54.83	\$56.47	\$58.16	\$59.90	\$61.70	\$63.55			3.0%	19.4%
		Bi-Weekly (80)	\$4,258.80	\$4,386.40	\$4,517.60	\$4,652.80	\$4,792.00	\$4,936.00	\$5,084.00				
		Annual (2080)	\$110,728.80	\$114,046.40	\$117,457.60	\$120,972.80	\$124,592.00	\$128,336.00	\$132,184.00				



City of Iowa Colony
Proposed Pay Scale - 2025 Salary Survey Implementation

GENERAL

			P	A	B	C	D	E	F	G	H	I	J	K	L	M
Title	Pay Grade		(Minimum)							(Midpoint)						(Maximum)
Deputy Court Clerk; Permits Clerk; Maintenance Worker I; Receptionist	10	Hourly	18.01	18.46	18.92	19.39	19.87	20.37	20.88	21.40	21.94	22.49	23.05	23.63	24.22	24.83
		Bi-Weekly	1,440.80	1,476.80	1,513.60	1,551.20	1,589.60	1,629.60	1,670.40	1,712.00	1,755.20	1,799.20	1,844.00	1,890.40	1,937.60	1,986.40
		Annual	37,460.80	38,396.80	39,353.60	40,331.20	41,329.60	42,369.60	43,430.40	44,512.00	45,635.20	46,779.20	47,944.00	49,150.40	50,377.60	51,646.40
9-1-1 Telecommunicator ; Maintenance Crew Leader; Animal Control Officer; Code Enforcement Officer; Administrative Assistant	11	Hourly	21.16	21.69	22.23	22.79	23.36	23.94	24.54	25.15	25.78	26.42	27.08	27.76	28.45	29.16
		Bi-Weekly	1,692.80	1,735.20	1,778.40	1,823.20	1,868.80	1,915.20	1,963.20	2,012.00	2,062.40	2,113.60	2,166.40	2,220.80	2,276.00	2,332.80
		Annual	44,012.80	45,115.20	46,238.40	47,403.20	48,588.80	49,795.20	51,043.20	52,312.00	53,622.40	54,953.60	56,326.40	57,740.80	59,176.00	60,652.80
Permits Coordinator; Lead Telecommunicator	12	Hourly	24.86	25.48	26.12	26.77	27.44	28.13	28.83	29.55	30.29	31.05	31.83	32.63	33.45	34.29
		Bi-Weekly	1,988.80	2,038.40	2,089.60	2,141.60	2,195.20	2,250.40	2,306.40	2,364.00	2,423.20	2,484.00	2,546.40	2,610.40	2,676.00	2,743.20
		Annual	51,708.80	52,998.40	54,329.60	55,681.60	57,075.20	58,510.40	59,966.40	61,464.00	63,003.20	64,584.00	66,206.40	67,870.40	69,576.00	71,323.20
Public Works Foreman; Building Inspector (future) Comms/Records Supervisor	13	Hourly	29.21	29.94	30.69	31.46	32.25	33.06	33.89	34.74	35.61	36.50	37.41	38.35	39.31	40.29
		Bi-Weekly	2,336.80	2,395.20	2,455.20	2,516.80	2,580.00	2,644.80	2,711.20	2,779.20	2,848.80	2,920.00	2,992.80	3,068.00	3,144.80	3,223.20
		Annual	60,756.80	62,275.20	63,835.20	65,436.80	67,080.00	68,764.80	70,491.20	72,259.20	74,068.80	75,920.00	77,812.80	79,768.00	81,764.80	83,803.20
Mun Court Clerk/Administrator; Accountant; Utilities Superintendent; PW Superintendent (future)	14	Hourly	34.32	35.18	36.06	36.96	37.88	38.83	39.80	40.80	41.82	42.87	43.94	45.04	46.17	47.32
		Bi-Weekly	2,745.60	2,814.40	2,884.80	2,956.80	3,030.40	3,106.40	3,184.00	3,264.00	3,345.60	3,429.60	3,515.20	3,603.20	3,693.60	3,785.60
		Annual	71,385.60	73,174.40	75,004.80	76,876.80	78,790.40	80,766.40	82,784.00	84,864.00	86,985.60	89,169.60	91,395.20	93,683.20	96,033.60	98,425.60
City Secretary; Building Official; HR Manager; Sr. Planner	15	Hourly	40.33	41.34	42.37	43.43	44.52	45.63	46.77	47.94	49.14	50.37	51.63	52.92	54.24	55.60
		Bi-Weekly	3,226.40	3,472.56	3,559.08	3,648.12	3,739.68	3,832.92	3,928.68	4,026.96	4,127.76	4,231.08	4,336.92	4,445.28	4,556.16	4,670.40
		Annual	83,886.40	85,987.20	88,129.60	90,334.40	92,601.60	94,910.40	97,281.60	99,715.20	102,211.20	104,769.60	107,390.40	110,073.60	112,819.20	115,648.00
Fire Marshal; IT Systems Manager; Finance Manager	16	Hourly	47.39	48.57	49.78	51.02	52.30	53.61	54.95	56.32	57.73	59.17	60.65	62.17	63.72	65.31
		Bi-Weekly	3,791.20	4,079.88	4,181.52	4,285.68	4,393.20	4,503.24	4,615.80	4,730.88	4,849.32	4,970.28	5,094.60	5,222.28	5,352.48	5,486.04
		Annual	98,571.20	101,025.60	103,542.40	106,121.60	108,784.00	111,508.80	114,296.00	117,145.60	120,078.40	123,073.60	126,152.00	129,313.60	132,537.60	135,844.80
Community Dev Director (future); Finance Director (future)	17	Hourly	55.68	57.35	59.07	60.84	62.67	64.55	66.49	68.48	70.53	72.65	74.83	77.07	79.38	81.76
		Bi-Weekly	4,454.40	4,817.40	4,961.88	5,110.56	5,264.28	5,422.20	5,585.16	5,752.32	5,924.52	6,102.60	6,285.72	6,473.88	6,667.92	6,867.84
		Annual	115,814.40	119,288.00	122,865.60	126,547.20	130,353.60	134,264.00	138,299.20	142,438.40	146,702.40	151,112.00	155,646.40	160,305.60	165,110.40	170,060.80
Police Chief/Dir. Public Safety; City Engineer (future)	18	Hourly	65.42	67.38	69.40	71.48	73.62	75.83	78.10	80.44	82.85	85.34	87.90	90.54	93.26	96.06
		Bi-Weekly	5,233.60	5,659.92	5,829.60	6,004.32	6,184.08	6,369.72	6,560.40	6,756.96	6,959.40	7,168.56	7,383.60	7,605.36	7,833.84	8,069.04
		Annual	136,073.60	140,150.40	144,352.00	148,678.40	153,129.60	157,726.40	162,448.00	167,315.20	172,328.00	177,507.20	182,832.00	188,323.20	193,980.80	199,804.80
City Attorney; Assistant City Manager	19	Hourly	76.87	79.18	81.56	84.01	86.53	89.13	91.80	94.55	97.39	100.31	103.32	106.42	109.61	112.90
		Bi-Weekly	6,149.60	6,651.12	6,851.04	7,056.84	7,268.52	7,486.92	7,711.20	7,942.20	8,180.76	8,426.04	8,678.88	8,939.28	9,207.24	9,483.60
		Annual	159,889.60	164,694.40	169,644.80	174,740.80	179,982.40	185,390.40	190,944.00	196,664.00	202,571.20	208,644.80	214,905.60	221,353.60	227,988.80	234,832.00
	20	Hourly	90.32	93.03	95.82	98.69	101.65	104.70	107.84	111.08	114.41	117.84	121.38	125.02	128.77	132.63
		Bi-Weekly	7,225.60	7,814.52	8,048.88	8,289.96	8,538.60	8,794.80	9,058.56	9,330.72	9,610.44	9,898.56	10,195.92	10,501.68	10,816.68	11,140.92
		Annual	187,865.60	193,502.40	199,305.60	205,275.20	211,432.00	217,776.00	224,307.20	231,046.40	237,972.80	245,107.20	252,470.40	260,041.60	267,841.60	275,870.40

City of Iowa Colony
Proposed Pay Scale - 2025 Salary Survey Implementation

PUBLIC SAFETY (POLICE)

		P	A	B	C	D	E	F	G	H	
Title	Pay Grade	(Minimum)	(Midpoint)				(Maximum)				
Police Officer; Police Corporal (E-H only); Police Investigator (E-H only)	PS1	Hourly	31.91	32.87	33.86	34.88	35.93	37.01	38.12	39.26	40.44
		Bi-Weekly (84)	2,680.44	2,761.08	2,844.24	2,929.92	3,018.12	3,108.84	3,202.08	3,297.84	3,396.96
		Annual (2184)	69,691.44	71,788.08	73,950.24	76,177.92	78,471.12	80,829.84	83,254.08	85,743.84	88,320.96
		Bi-Weekly (80)	2,552.80	2,629.60	2,708.80	2,790.40	2,874.40	2,960.80	3,049.60	3,140.80	3,235.20
		Annual (2080)	66,372.80	68,369.60	70,428.80	72,550.40	74,734.40	76,980.80	79,289.60	81,660.80	84,115.20
		(Minimum)	(Midpoint)				(Maximum)				
Police Sergeant	PS2	Hourly	42.46	43.73	45.04	46.39	47.78	49.21	50.69		
		Bi-Weekly (84)	3,566.64	3,673.32	3,783.36	3,896.76	4,013.52	4,133.64	4,257.96		
		Annual (2184)	92,732.64	95,506.32	98,367.36	101,315.76	104,351.52	107,474.64	110,706.96		
		Bi-Weekly (80)	3,396.80	3,498.40	3,603.20	3,711.20	3,822.40	3,936.80	4,055.20		
		Annual (2080)	88,316.80	90,958.40	93,683.20	96,491.20	99,382.40	102,356.80	105,435.20		
Police Lieutenant	PS3	Hourly	53.22	54.82	56.46	58.15	59.89	61.69	63.54		
		Bi-Weekly (80)	4,257.60	4,385.60	4,516.80	4,652.00	4,791.20	4,935.20	5,083.20		
		Annual (2080)	110,697.60	114,025.60	117,436.80	120,952.00	124,571.20	128,315.20	132,163.20		

Compensation Study April 2025

City of Iowa Colony, TX



Logic Compensation Group
Total Rewards Consulting

OVERVIEW

Item 2.

Agenda

- ❖ Logic Compensation Group Team
- ❖ Study Objectives and Outcomes
- ❖ Study Initiation
- ❖ Market Survey
- ❖ Proposed Structure Updates & Implementation Costs
- ❖ Guidelines for Pay Administration

LOGIC COMP TEAM

Item 2.

Team Members

- ❖ Annette Hoefer, Principal Consultant with Logic Compensation Group
 - Assisted by Andrea Gillmore, Consultant
 - 30 years of public sector consulting expertise
 - Served over 250 public sector client nationwide and in Texas
 - Logic Comp completed the City's 2022
- ❖ Met bi-weekly to discuss process and decision survey key specifications

STUDY OBJECTIVES & KEY DELIVERABLES

Item 2.

Pay Strategy	Update Labor Market	Survey Market	Pay Plan	Identify Cost	Plan to Maintain System
<ul style="list-style-type: none">• Defined desired market position• Determined pay practices• Identified benchmark jobs	<ul style="list-style-type: none">• Competition for talent• Similar to City's size and characteristics• Geographic Area	<ul style="list-style-type: none">• Evaluate data for accuracy and validity• Understand current market position of the City	<ul style="list-style-type: none">• Align with market• Maintain internal alignment	<ul style="list-style-type: none">• Mitigate Compression• Consistent approach for all employees• Fiscally responsible	<ul style="list-style-type: none">• Annual process that is consistent• Fiscally responsible• Ensure competitiveness
OUTCOMES					
<ul style="list-style-type: none">• Survey	<ul style="list-style-type: none">• Updated Labor Market	<ul style="list-style-type: none">• Survey Distributed & Results Analyzed	<ul style="list-style-type: none">• Updated Pay Structure	<ul style="list-style-type: none">• Implementation Options and Costs	<ul style="list-style-type: none">• Keep System Up-to-Date

Communication Feedback Loops Throughout the Study Process

STUDY INITIATION

Item 2.

KEY DECISIONS

1. DETERMINED PAY TARGET

- ❖ City comparison to the Market
- ❖ Median of Pay Range Minimums

2. LABOR MARKET SELECTION

- ❖ Competition for talent
- ❖ Location/proximity to the City
- ❖ Similar Population

MARKET SURVEY

Item 2.

19 Market Comparator Organizations

Participants
City of Alvin
City of Angleton
City of Boerne
City of Clute
City of Freeport
City of Gainesville
City of Glenn Heights
City of Granbury
City of Humble
City of Manvel
City of Mont Belvieu
City of Pearland
City of Richmond
City of Seabrook
City of Tomball
City of Webster

No Response
City of Gatesville*
City of Groves*
City of Santa Fe

*Organizations new to the comparator group.

MARKET SURVEY

Item 2.

25 Benchmark Jobs

City Manager	Code Enforcement Officer
City Secretary	Animal Control Officer
City Attorney	Utility Superintendent
Building Official	Public Works Foreman
Municipal Court Clerk /Administrator	Public Works Crew Leader
Deputy Court Clerk	Maintenance Worker I
Human Resources Manager	Police Chief
IT Systems Manager	Police Lieutenant
Senior Accountant	Police Sergeant
Accountant	Police Officer
Senior Permit Clerk	Telecommunication Operator/Police Dispatcher
Permit Clerk	Fire Marshal
Senior Planner	



MARKET SURVEY

Item 2.

Survey Data & Validation

- Time adjusted to October 1, 2025
- Clarify missing or questionable data submissions
- Review job descriptions for accuracy

MARKET SURVEY

Item 2.

Summary of Findings

The closer a job is to 0%, the more closely aligned the City is with its market pay target.

Market Difference	Market Position Compared to Median Pay Range Minimum
+/- 5%	Highly Aligned
+/- 5% to +/- 10%	Aligned
+/- 10% to +/- 15%	Misaligned
+/- 15% or more	Significantly Misaligned

MARKET SURVEY

Item 2.

Summary of Findings: Base Pay

- ❖ The median of market range minimums is the pay target for all jobs.

Job Group	Market Difference City Minimum vs. Market Minimum	Overall Market Alignment
General	-10.7%	Misaligned
Police Officer	-14.5%	Misaligned
Police Sergeant	1.7%	Aligned
Police Lieutenant	2.0%	

PROPOSED STRUCTURES & IMPLEMENTATION COSTS

Item 2.

Salary Structure Adjustments: General

Salary Structure Adjustment:

- ❖ Proposed adjustment to entire structure equal to the percent market difference (10.7%)
- ❖ Added a step to the pay structure to increase range widths (35.3%) to more closely match the market (46.4%)
 - Now 14 steps
- ❖ Maintained same step increments (2.5% or 3.0%) as the current structure

Recommended Grade Adjustment:

- ❖ Jobs remain in same grade
 - City Secretary job: one pay grade increase because of significant market misalignment

¹Cost reflective of base pay only

PROPOSED STRUCTURES & IMPLEMENTATION COSTS

Item 2.

Salary Structure Adjustments: Police

Salary Structure Adjustment:

- ❖ Police Officer minimum updated to reflect the median of the market pay range minimum
- ❖ Step increments were maintained at 3%
- ❖ Created promotion increases
 - Police Sergeant minimum reflects 5% above the top step of the Police Officer range
 - Police Lieutenant minimum reflects 5% above the top step of the Police Sergeant
- ❖ Current number of steps were maintained for Police Officer and Police Sergeant
 - Police Lieutenant steps were expanded to match the number of Police Sergeant steps to recognize experience and longevity

PROPOSED STRUCTURES & IMPLEMENTATION COSTS

Item 2.

Cost Implementation Considerations

- ❖ No employee would be paid less than their salary range minimum
- ❖ No employee's salary would decrease
- ❖ Reflect current employee information
- ❖ Reflect only base pay

PROPOSED STRUCTURES & IMPLEMENTATION COSTS

Item 2.

Options

Options by Group	Base Pay Dollar Amount	% of Payroll
General Classifications		
Option 1 – Bring to Range Minimum or Next Highest Step	\$47,486	3.1%
Option 2 – Maintain Current Step in Updated Structure	\$155,833	10.2%
Police Classifications		
Option 1 – Bring to Range Minimum or Next Highest Step	\$69,700	7.8%
Option 2 – Maintain Current Step in Updated Structure	\$94,185	10.6%

GUIDELINES FOR PAY ADMINISTRATION

Item 2.

Maintenance of Compensation System

- ❖ Consider annual adjustments to the salary structure to ensure the salary structures remain externally competitive
- ❖ Consider annual increases to employee pay
- ❖ Conduct a salary survey approximately every three (3) years

QUESTIONS





Thank You

Annette Hoefer, Principal Consultant

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Annette.Hoefer@LogicCompGroup.com

Logic Compensation Group



RESOLUTION NO. _____**A RESOLUTION OF THE CITY OF IOWA COLONY, TEXAS,
AUTHORIZING THE MAYOR, MAYOR PRO TEM, AND INTERIM CITY
MANAGER TO SIGN AS AGENTS ON ALL BANK ACCOUNTS HELD BY
THE CITY OF IOWA COLONY, TEXAS**

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
IOWA COLONY, TEXAS:**

SECTION 1. That the Mayor, Mayor Pro Tem, and Interim City Manager of the City of Iowa Colony, Texas, are hereby authorized to sign as agents on all bank accounts held by the City of Iowa Colony, Texas.

SECTION 2. That Robert Hemminger is no longer authorized to sign as agents on any bank accounts of the City of Iowa Colony, Texas.

SECTION 3. That this resolution does not change the number of signatures required for the withdrawal or transfer of funds from any account.

SECTION 4. That the City Secretary of the City of Iowa Colony, Texas, Kayleen Rosser and the City Accountants of the City of Iowa Colony, Texas, Amber Yaws and Sandra Riley, are hereby authorized to obtain information from all bank accounts held by the City of Iowa Colony, Texas, but not to move or withdraw funds from such accounts.

SECTION 5. That the persons named herein are hereby authorized to sign the bank accounts standard form resolution to implement the authority granted by this resolution.

READ, PASSED AND ADOPTED ON APRIL 22, 2025.

WIL KENNEDY, MAYOR
CITY OF IOWA COLONY, TEXAS

ATTEST:

KAYLEEN ROSSER, CITY SECRETARY
CITY OF IOWA COLONY, TEXAS

RESOLUTION NO. _____**A RESOLUTION OF THE CITY OF IOWA COLONY, TEXAS,
AMENDING THE RULES OF PROCEDURE SECTION II. MEETINGS,
SUBSECTION A. REGULAR CITY COUNCIL MEETINGS, TO REVISE
THE SCHEDULE FOR REGULAR MEETINGS**

WHEREAS, the City Council of the City of Iowa Colony, Texas, has adopted Rules of Procedure to govern the conduct of City Council meetings; and

WHEREAS, the City Council desires to amend Section II. MEETINGS, Subsection A. REGULAR CITY COUNCIL MEETINGS to revise the schedule for regular City Council meetings; and

WHEREAS, as established by Ordinance No. 2023-29, Section 3, the Rules of Procedure may be amended from time to time by City Council by resolution;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF IOWA COLONY, TEXAS:

SECTION 1. That The Rules of Procedure, Section II. MEETINGS, Subsection A. REGULAR CITY COUNCIL MEETINGS, are hereby amended to read as follows:

A. Regular City Council Meetings

Regular meetings of the City Council shall be held on the third Monday of each month and/or on dates and times as set by the City Council, unless such day falls on a City holiday. If such a conflict occurs, the meeting schedule may be adjusted to a date as soon as practical either before or after the holiday.

Meetings shall begin at 7:00 P.M., unless previously adjusted by Council, and shall be held in the Council Chambers, unless previously adjusted per Section 3.08 of the City Charter.

SECTION 2. That all provisions of the Rules of Procedure not specifically amended herein shall remain in full force and effect.

SECTION 3. That this resolution is adopted pursuant to the authority granted in Ordinance No. 2023-29, Section 3, which provides that the Rules of Procedure may be amended from time to time by City Council by resolution.

READ, PASSED AND ADOPTED ON APRIL 22, 2025.

WIL KENNEDY, MAYOR
CITY OF IOWA COLONY, TEXAS

ATTEST:

KAYLEEN ROSSER, CITY SECRETARY
CITY OF IOWA COLONY, TEXAS