



City of Dyersville
City Administrator's Office

September 18, 2026

Mayor Jacque and City Council Members
City of Dyersville
Memorial Building
340 1st Avenue East
Dyersville, IA 52040

RE: Services Agreement with MGT Impact Solutions, LLC for an Update to the City Compensation Study

Dear Honorable Mayor Jacque and Council Members:

I am writing to ask for your approval of a services agreement with MGT Impact Solutions, LLC to update the City's compensation study, and for authorization for me to sign that agreement on the City's behalf. The fixed fee for the work is \$8,500.00, and it would be paid from the General Fund.

This is the third round of this work. The most recent study was completed in February 2024, and the pay plan that came out of it took effect July 1, 2024. At that time the City determined the plan should hold for three years and be restudied in 2026. That is what this agreement does. MGT is the same firm that conducted the City's earlier studies, so the City is not starting over with a new consultant or a new methodology.

The agreement covers approximately eighteen to twenty positions. MGT will use the same group of comparable communities used in the 2020 and 2023 studies, and no new comparable community analysis will be done. Holding the comparison group steady keeps the results consistent with prior rounds and reduces costs. The firm will collect and analyze current market data, review the City's existing compensation plan and pay ranges, and recommend updates where the data supports them.

The deliverables are a full written report of the findings and recommendations, and a presentation of the results. Invoices are payable within thirty days of receipt, and any expenses beyond the fixed fee would require the City's prior written approval.

The report itself is not the end of the process. As with the two prior studies, the Personnel and Administration Committee will review the results and bring its findings and recommendations

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back to the Council before any changes to the pay plan are made. Approving this agreement authorizes the study, not any particular pay adjustment.

I recommend that the Council adopt the attached resolution approving the services agreement and authorizing the City Administrator to execute it.

If you have any questions before the meeting, please contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Mick J. Michel", written in a cursive style.

Mick J. Michel,
City Administrator
