Compensation Study
April 2025

City of Iowa Colony, TX

Logic Compensation Group
Total Rewards Consulting

OVERVIEW

- Logic Compensation Group Team

- Study Objectives and Outcomes

- Study Initiation

- Market Survey

- Proposed Structure Updates & Implementation Costs

- Guidelines for Pay Administration

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LOGIC COMP TEAM

Team Members

- Annette Hoefer, Principal Consultant with Logic Compensation Group

    o Assisted by Andrea Gillmore, Consultant

    o 30 years of public sector consulting expertise

    o Served over 250 public sector client nationwide and in Texas

    o Logic Comp completed the City's 2022

- Met bi-weekly to discuss process and decision survey key specifications

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STUDY OBJECTIVES & KEY DELIVERABLES

Pay Strategy	Update Labor Market	Survey Market	Pay Plan	Identify Cost	Plan to Maintain System
• Defined desired market position • Determined pay practices • Identified benchmark jobs	• Competition for talent • Similar to City's size and characteristics • Geographic Area	• Evaluate data for accuracy and validity • Understand current market position of the City	• Align with market • Maintain internal alignment	• Mitigate Compression • Consistent approach for all employees • Fiscally responsible	• Annual process that is consistent • Fiscally responsible • Ensure competitiveness

OUTCOMES

Pay Strategy	Update Labor Market	Survey Market	Pay Plan	Identify Cost	Plan to Maintain System
• Survey	• Updated Labor Market	• Survey Distributed & Results Analyzed	• Updated Pay Structure	• Implementation Options and Costs	• Keep System Up-to-Date

Communication Feedback Loops Throughout the Study Process

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STUDY INITIATION

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

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MARKET SURVEY

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.

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MARKET SURVEY

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

Survey Data & Validation

- Time adjusted to October 1, 2025

- Clarify missing or questionable data submissions

- Review job descriptions for accuracy

MARKET SURVEY

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

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MARKET SURVEY

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

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%)

   o Now 14 steps

❖ Maintained same step increments (2.5% or 3.0%) as the current structure

Recommended Grade Adjustment:

❖ Jobs remain in same grade

   o City Secretary job: one pay grade increase because of significant market misalignment

[1]Cost reflective of base pay only

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PROPOSED STRUCTURES & IMPLEMENTATION COSTS

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

  o Police Sergeant minimum reflects 5% above the top step of the Police Officer range

  o 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

  o Police Lieutenant steps were expanded to match the number of Police Sergeant steps to recognize experience and longevity

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PROPOSED STRUCTURES & IMPLEMENTATION COSTS

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

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PROPOSED STRUCTURES & IMPLEMENTATION COSTS

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

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

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QUESTIONS

Thank You

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