



City of Oskaloosa, Iowa
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The City of Oskaloosa, Iowa is soliciting proposals from qualified compensation consulting firms to conduct a comprehensive, city-wide compensation study. The study will evaluate the city's current pay and classification systems to ensure competitiveness within relevant labor markets, internal equity among positions, and compliance with applicable employment laws.

The selected consultant will conduct a detailed review of job classifications, salary structures, and benefits; perform external market comparisons; identify pay compression and classification issues; and recommend a modern compensation framework that is transparent, defensible, and easy to administer.

The study will culminate in a recommended salary structure with defined pay grades and ranges, updated job descriptions, and a fiscally responsible multi-year implementation plan. The consultant will also provide training for designated city staff and present findings to City Council and management.

Proposals are due March 9, 2026, and will be evaluated based on experience, approach, qualifications, work quality, schedule, and overall value to the city. The city anticipates selecting a firm in late March 2026, with City Council consideration in early April.

This initiative reflects the city's commitment to attracting and retaining a skilled workforce while maintaining responsible stewardship of public resources.

The Request for Proposal can be found at the city's website: www.oskaloosaiowa.org – Bid Postings.

The city of Oskaloosa reserves the right to reject any and all bids submitted.

