



**Monday, February 17, 2025
City Council Meeting**

**City Council Chambers
3815-B Sachse Road
6:30 PM**

City Council meetings are available live and on-demand (<https://sachsetx.swagit.com/live>).

The City of Sachse reserves the right to reconvene, recess, or realign the meeting, called Executive Session, or order of business at any time prior to adjournment.

As authorized by Section 551.071(2) of the Texas Government Code, these meetings may be convened into closed Executive Session at any time during the meeting for the purpose of seeking confidential legal advice from the City Attorney on any agenda item listed herein.

A. Meeting Opening

1. Call to Order: The City Council of the City of Sachse will hold a regular meeting on Monday, February 17, 2025, at 6:30 PM to consider the following items of business
2. Invocation and Pledges of Allegiance.

B. Public Comment

The public is invited to address Council regarding any topic not already on the agenda for action or public hearing. **Comments regarding the Consent Agenda or any discussion-only items on the agenda may be addressed during this Public Comment section.** The time limit is three minutes per speaker. A Public Comment Card should be presented to the City Secretary prior to the meeting. According to the Texas Open Meetings Act, Council is prohibited from discussing any item not posted on the agenda but will take comments under advisement.

C. Council/Staff Reports and Updates

1. Mayor and City Council announcements regarding special events, current activities, and local achievements.

D. Consent Agenda

Consent Agenda items are routine or administrative in nature, have been discussed previously at a Council meeting, and/or do not warrant discussion. Council will act upon these items with one motion. There will be no separate discussion of these items unless a Councilmember requests the item be removed from the consent agenda. **If you have comments related to items on the Consent Agenda, please address them in the Public Comment section of the meeting.**

1. Approve the February 3, 2025, meeting minutes.
2. Cancel the March 17, 2025, Council meeting due to the Wylie ISD and Garland ISD spring breaks.
3. Approve the use of park development funds for the installation of LED lighting at Salmon Park for an amount not to exceed Forty Thousand, Seven Hundred Twenty-Two and No/100 Dollars (\$40,722.00).

E. Discussion Items

These items are for Council and staff to discuss as needed. **Comments on Discussion Items should be addressed in the Public Comment Section of this meeting.**

1. Receive Sachse Police Department's 2024 Year End Review presentation.

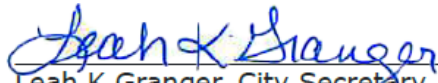
F. Action Items

Action items are for Council discussion and consideration for action. **The Mayor will invite comments before the Council votes.** A Public Comment Card should be given to the City Secretary prior to the start of the meeting.

1. Consider approving a revised list of comparator cities for the purpose of labor market benefits and compensation surveys.

G. Adjournment

I, the undersigned authority, do hereby certify that this notice of a public meeting was posted in accordance with the regulations of the Texas Open Meetings Act and was posted on the bulletin board, an accessible location at Sachse City Hall.


Leah K Granger, City Secretary

Posted: 02/14/2025 by 5 PM | Removed: _____

Accommodation requests for persons with disabilities should be made at least 48 hours prior to the meeting by contacting Logan Thatcher, ADA Coordinator, via phone at 972-495-1212, via email at lthatcher@cityofsachse.com, or by appointment at 3815 Sachse Road, Building B, Sachse, Texas 75048.

D. Consent Agenda

Subject: 1. Approve the February 3, 2025, meeting minutes.

Meeting February 17, 2025 - City Council Meeting

Access Public

Type Action (Consent), Minutes

Fiscal Impact None

Recommended Action Approve the minutes as presented.

Goals

BACKGROUND

Minutes from the February 3, 2025, Council regular meeting.

POLICY CONSIDERATIONS

State law and Sachse's Charter require minutes to be recorded for each public meeting.

RECOMMENDATION

Approve the minutes as presented.

File Attachments

1. CityCouncil_Regular_Minutes_02.03.2025-unsigned

CITY COUNCIL OF THE CITY OF SACHSE FEBRUARY 3, 2025, MEETING MINUTES

The City Council of the City of Sachse held a regular meeting on Monday, February 3, 2025, at 6:30 PM at Sachse City Hall, 3815-B Sachse Road. Those present were: Mayor Jeff Bickerstaff, Mayor Pro Tem Brett Franks, Councilmember Michelle Howarth, Councilmember Frank Millsap, Councilmember Chance Lindsey, Councilmember Lindsay Buhler, Councilmember Matt Prestenberg.

A. Meeting Opening

1. Call to Order: The City Council of the City of Sachse will hold a regular meeting on Monday, February 3, 2025, at 6:30 PM to consider the following items of business:

Mayor Bickerstaff called the meeting to order at 6:30 PM.

2. Invocation and Pledges of Allegiance.

Councilmember Howarth offered the invocation and Mayor Pro Tem Franks led the pledges.

B. Public Comment

The public is invited to address Council regarding any topic not already on the agenda for action or public hearing. **Comments regarding the Consent Agenda or any discussion-only items on the agenda may be addressed during this Public Comment section.** The time limit is three minutes per speaker. A Public Comment Card should be presented to the City Secretary prior to the meeting. According to the Texas Open Meetings Act, Council is prohibited from discussing any item not posted on the agenda but will take comments under advisement.

Mr. Burlbaw addressed the Council regarding funding for stormwater runoff and drainage.

C. Council/Staff Reports and Updates

1. Mayor and City Council announcements regarding special events, current activities, and local achievements.

Councilmember Prestenberg invited the public to bring a pet home to your loved ones on Valentine's Day. Mayor Pro Tem Franks announced the new recreation guide is out. He invited people to join couples' yoga and the Daddy Daughter Dance on February 21. Councilmember Lindsey promoted the Sachse Historical Society's murder mystery dinner on February 14. The Community Emergency Response Team (CERT) is hosting training class on February 22 and March 1 (both classes are required) to be ready to help during a disaster or special events. Check out www.sachseCERT.org for more information. Councilmember Franks noted that the Sachse Public Library is celebrating Black History Month with a kids' crafternoon, and special book displays. He encouraged people to check out a blind date book and enter the prize drawing, to join the new Crochet Club every Tuesday at 6 PM; and attend the Dog Man Party on February 28 to celebrate the crime-fighting hero with crafts and activities.

Ms. Nash welcomed new hires Christian Mendez, Parks Maintenance Technician, and Karah Powell, Recreation Aide. She also congratulated Emergency Management Analyst Kyle Potraza for earning his Master of Liberal Arts Life Sciences in Public Leadership with a concentration in Emergency Services Administration Leadership.

Mayor Bickerstaff mentioned that filing for the May 3 General Election closes soon on February 14 at 5 PM. Sachse Scholarship applications are due by March 25 and more information can be found on the website. A Comprehensive Plan Open House will be held on February 10 at the Michael J. Felix Community Center. He also congratulated City Secretary Leah Granger for earning her Texas Registered Municipal Clerk Certification.

D. Consent Agenda

Consent Agenda items are routine or administrative in nature, have been discussed previously at a Council meeting, and/or do not warrant discussion. Council will act upon these items with one motion. There will be no separate discussion of these items unless a Councilmember requests the item be removed from the consent agenda. **If you have comments related to items on the Consent Agenda, please address them in the Public Comment section of the meeting.**

1. Approve the January 21, 2025, meeting minutes.
2. Accept the monthly revenue and expenditure report for the period ending December 31, 2024.
3. Approve an ordinance ordering a General Election to be held on the 3rd day of May 2025 in the City of Sachse for the purpose of electing a Mayor, a Councilmember Place 5, and a Councilmember Place 6; designating location of polling place; ordering Notice of Election to be given as prescribed by law in connection with such election; authorizing joint election agreements with Dallas County and Collin County; providing a repealing clause; providing a severability clause; and providing for an effective date.
4. Approve an ordinance of the City Council of the City of Sachse, Texas, ordering a Special Election to be on held on May 3, 2025, for the purpose of the reauthorization of the local sales and use tax in the City of Sachse, Texas, at the rate of one-fourth of one percent to continue providing revenue for maintenance and repair of municipal streets; the tax expires on the fourth anniversary of the date of this election unless the imposition of the tax is reauthorized; authorizing a joint election with Dallas and Collin County; providing for the publication and posting of notice; providing for early voting; providing for a severability clause; and providing for an effective date.
5. Authorize the City Manager to approve the purchase order for year two of the Microsoft Enterprise Agreement in the amount of One Hundred Four Thousand, Fifty and 86/100 Dollars (\$104,050.86) through SHI Government Solutions, Inc., using the Texas Department of Information Resources (DIR) purchasing cooperative.

Councilmember Prestenberg made a motion to approve the Consent Agenda as presented. Councilmember Howarth seconded the motion, and it carried 7 - 0. None voted against.

E. Action Items

Action items are for Council discussion and consideration for action. **The Mayor will invite comments before the Council votes.** A Public Comment Card should be given to the City Secretary prior to the start of the meeting.

1. Consider approving a resolution awarding a primary depository services contract to American National Bank and authorizing the City Manager, or designee, to negotiate and execute all agreements necessary to implement the contract.

Finance Director David Baldwin explained the process for requesting applications for the Depository services contract. Proposals were received from two banks; however, one did not

have services available to make deposits safely. Staff recommends approving the resolution and awarding the primary depository bank services contract to American National Bank.

Councilmember Lindsey made a motion to approve the item as presented. Councilmember Buhler seconded the motion, and it carried 7 - 0. None voted against.

F. Adjournment

Mayor Bickerstaff adjourned the meeting at 6:51 PM.

Jeff Bickerstaff, Mayor

ATTEST:

Leah K Granger, City Secretary

D. Consent Agenda

Subject:	2. Cancel the March 17, 2025, Council meeting due to the Wylie ISD and Garland ISD spring breaks.
Meeting	February 17, 2025 - City Council Meeting
Access	Public
Type	Action (Consent)
Fiscal Impact	None
Recommended Action	Cancel the March 17, 2025, Council meeting due to the Wylie ISD and Garland ISD Spring Break.
Goals	

BACKGROUND

The City Council approved the 2025 City Council meeting calendar at its November 18, 2024, meeting. At that time, the spring breaks for the respective school districts were not considered. Since spring break falls during the same time frame for both school districts serving Sachse this year, many individuals may take advantage of the opportunity to travel with their families that week and may be unable to attend a public meeting. As there are no pressing items for review and consideration currently slated for the March 17 agenda, staff recommends cancelling the March 17 City Council meeting.

POLICY CONSIDERATIONS

There are no policy considerations affiliated with this item.

RECOMMENDATION

Cancel the March 17, 2025, Council meeting due to the Wylie ISD and Garland ISD Spring Break.

File Attachments

1. Council Regular Meeting Calendar_2025_Amended



City Council Regular Meeting 2025 Calendar

Date	Description	Notes
Monday, January 6, 2025	City Council Meeting - Cancelled	New Year's Holiday affects packet prep
Tuesday, January 21, 2025	City Council Meeting	Moved for MLK Holiday
Monday, February 3, 2025	City Council Meeting	
Monday, February 17, 2025	City Council Meeting	
Monday, March 3, 2025	City Council Meeting	
Monday, March 17, 2025	City Council Meeting - Cancelled	Spring Break for both ISDs
Monday, April 7, 2025	City Council Meeting	
Monday, April 21, 2025	City Council Meeting	
Monday, May 5, 2025	City Council Meeting	
Monday, May 19, 2025	City Council Meeting	
Monday, June 2, 2025	City Council Meeting	
Monday, June 16, 2025	City Council Meeting	
Monday, July 7, 2025	City Council Meeting - Cancelled	Summer break - all boards
Monday, July 21, 2025	City Council Meeting - Cancelled	Summer break - all boards
Monday, August 4, 2025	City Council Meeting	
Monday, August 18, 2025	City Council Meeting	
Tuesday, September 2, 2025	City Council Meeting	Moved for Labor Day Holiday
Monday, September 15, 2025	City Council Meeting	
Monday, October 6, 2025	City Council Meeting	
Monday, October 20, 2025	City Council Meeting	
Monday, November 3, 2025	City Council Meeting	
Monday, November 17, 2025	City Council Meeting	
Monday, December 1, 2025	City Council Meeting	
Monday, December 15, 2025	City Council Meeting	

D. Consent Agenda

Subject:	3. Approve the use of park development funds for the installation of LED lighting at Salmon Park for an amount not to exceed Forty Thousand, Seven Hundred Twenty-Two and No/100 Dollars (\$40,722.00).
Meeting	February 17, 2025 - City Council Meeting
Access	Public
Type	Action (Consent)
Fiscal Impact	Yes
Dollar Amount	\$40,722.00
Budgeted	No
Budget Source	Park Development Fees within the Special Revenue Fund
Recommended Action	Approve the use of Park Development Funds for the installation of LED lighting at Salmon Park for an amount not to exceed Forty Thousand, Seven Hundred Twenty-Two and No/100 Dollars (\$40,722.00).
Goals	Provide a high quality of life environment for families; individuals; businesses; and other organizations in Sachse. Strategically invest in the City's existing and future infrastructure.

BACKGROUND

At the January 21, 2025, meeting, Council approved the City Manager to enter into an agreement with Facility Solutions Group (FSG) for the installation of LED lighting at Salmon Park. During the discussion, staff was asked to explore using park development fees to fund this project. Staff brought this before the Parks and Recreation Board at its February 13, 2025, meeting, and the Board approved the use of park development funds for an amount not to exceed Forty Thousand, Seven Hundred Twenty-Two and No/100 Dollars (\$40,722.00).

If approved, staff will return to Council before the end of the fiscal year to request the associated Special Revenue Fund budget appropriation amendment.

POLICY CONSIDERATIONS

There are no policy considerations affiliated with this item.

RECOMMENDATION

Approve the use of Park Development Funds for the installation of LED lighting at Salmon Park for an amount not to exceed Forty Thousand, Seven Hundred Twenty-Two and No/100 Dollars (\$40,722.00).

File Attachments

1. Presentation_Salmon Park Lighting Project
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City of Sachse

Salmon Park Ballfield Lighting Retrofit

Project Overview

January 21, 2025

Agenda

- **Opportunities for Sachse**
- **Salmon Park Proposed Solution**
- **Financial & Other Benefits**
- **Questions & Comments**



Dedicated to Lighting & Electrical Services

LIGHTING

LED, Retrofit, MRO,
Horticultural,
Disinfection, Design

ELECTRIC

Service, Repair, Maintenance,
Construction, Backup Power,
Disaster Recovery

SIGNAGE

Fabrication & Repair,
Digital, Infrastructure,
Menu Boards

CONTROLS

Smart Building, IoT,
Lighting Controls,
Building Automation

PROGRAMS

Project, Rollouts, Finance,
LaaS, Rebates, Warranty

TECHNOLOGY

Low Voltage, A/V,
Security, Live View,
Weapons Protection



Lighting



Electric



Signs



Technology



Controls



EV Charging



Solar

FSG.COM
(866) 865-7553

Sports Lighting Opportunities

➤ Salmon Park

- ✓ *1 Ballfield with aged lighting system*

➤ Reduce Annual Operating Costs

- ✓ *Electrical*
 - *Demand*
 - *Consumption*
- ✓ *Maintenance*

Proposed Solution

➤ Salmon Park

- ✓ *Upgrade light fixtures to LED technology*
- ✓ *Upgrade all 26 fixtures*
- ✓ *Improve light levels 18% to 217%*
- ✓ *New lights compatible with current controls*



Financial & Other Benefits

➤ **Estimated First Year Savings**

- ✓ *Electrical savings: \$5,849*
- ✓ *Maintenance savings: \$500*
- ✓ *First year savings: \$6,349*

➤ **Cost**

- ✓ *Project cost: \$40,722*
- ✓ *Estimated rebate: \$4,913*
- ✓ *Net project cost: \$35,809*

➤ **Benefits**

- ✓ *Net savings over 10 years: \$35,321*
- ✓ *Reduce burden on maintenance*
- ✓ *Improved reliability*
- ✓ *Reduced light trespass*
- ✓ *Pays for itself in 5.64 years*

Questions & Comments

E. Discussion Items

Subject:	1. Receive Sachse Police Department's 2024 Year End Review presentation.
Meeting	February 17, 2025 - City Council Meeting
Access	Public
Type	Information
Fiscal Impact	None
Recommended Action	Receive Sachse Police Department's 2024 Year End Review presentation.
Goals	Meet the public safety needs of a growing citizen; student; and business population.

BACKGROUND

Chief Sylvester and Assistant Chief Baxter will provide an overview of 2024 crime statistics and other benchmarks, notable accomplishments and department goals for 2025.

POLICY CONSIDERATIONS

There are no policy considerations affiliated with this item.

RECOMMENDATION

Receive Sachse Police Department's 2024 Year End Review presentation.

File Attachments

1. Presentation_2024 Year End Review Final

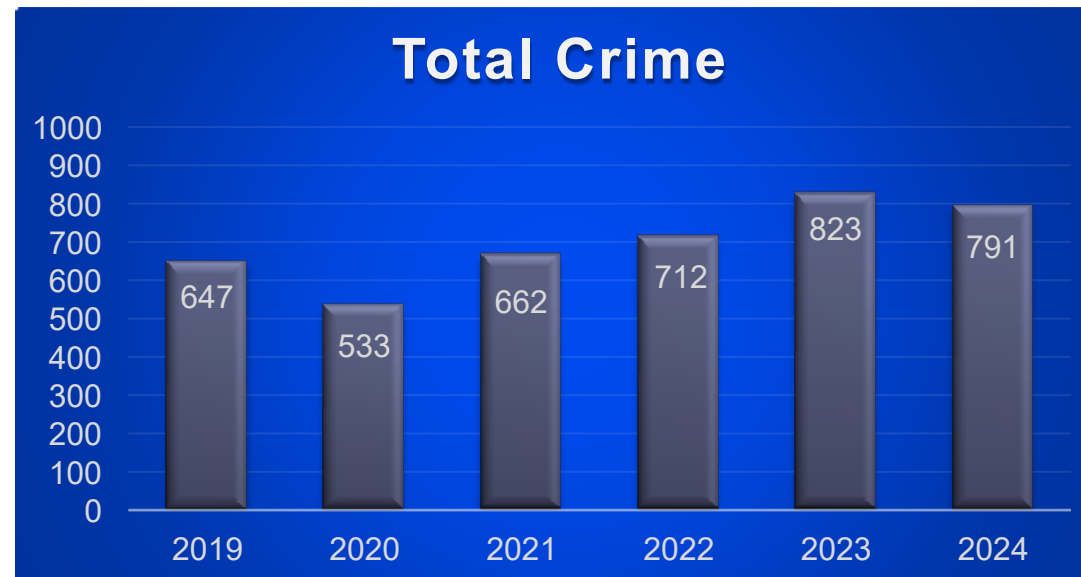
Sachse Police Department

2024 Year End Review



Sachse Police Department Crime and Arrest Review

OFFENSE	2023	2024	% Change
TOTAL CRIME	823	791	-4%
PART I	290	236	-19%
PART II	533	555	4%



Sachse Police Department Crime and Arrest Review

OFFENSE	2023	2024	% Change
Homicide	0	1	100%
Assault	212	204	-4%
Sexual Assault	2	8	300%
Robbery	2	1	-50%
Residential Burglary	18	14	-22%
Building Burglary	19	10	-47%
Vehicle Burglary	42	26	-38%
Auto Theft	29	23	-21%
Theft	167	140	-16%



Sachse Police Department

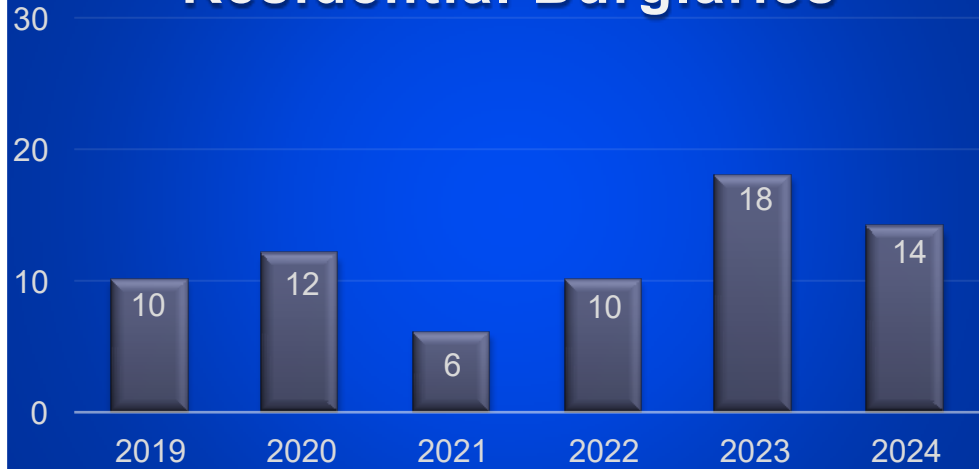
Selected Part II Crimes

PART II OFFENSE	2023	2024	% Change
Criminal Mischief	71	53	-25%
Forgery/Fraud	78	72	-8%
Public Intoxication	16	17	6%
Other Alcohol Violations	10	17	70%
DWI	32	54	69%
Drug Offenses	71	84	18%

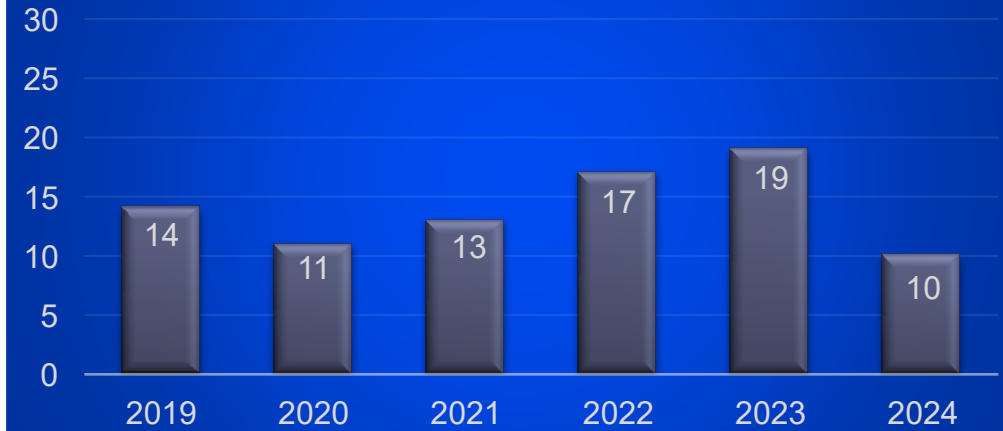


Sachse Police Department

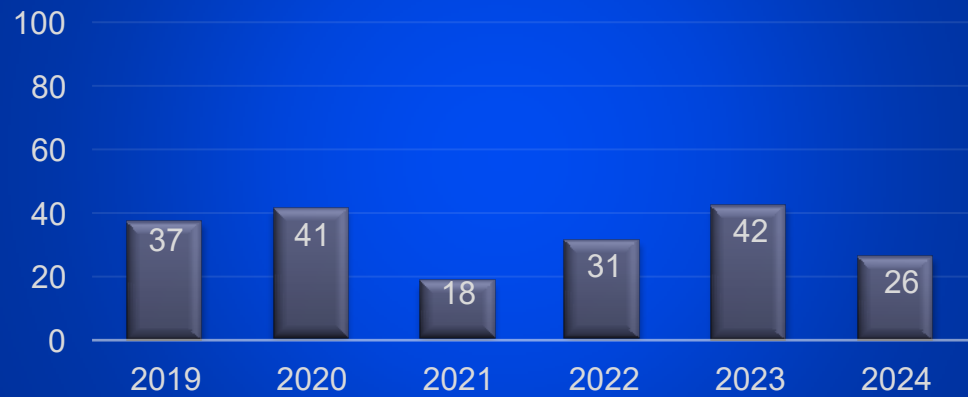
Residential Burglaries



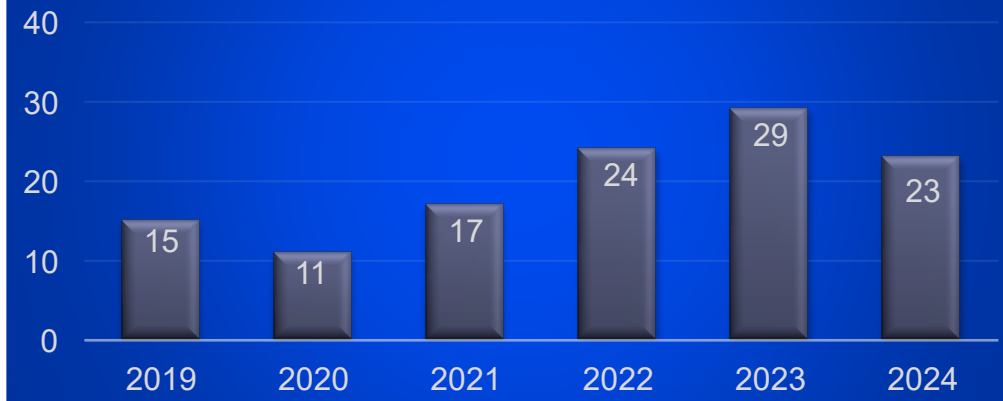
Building Burglaries



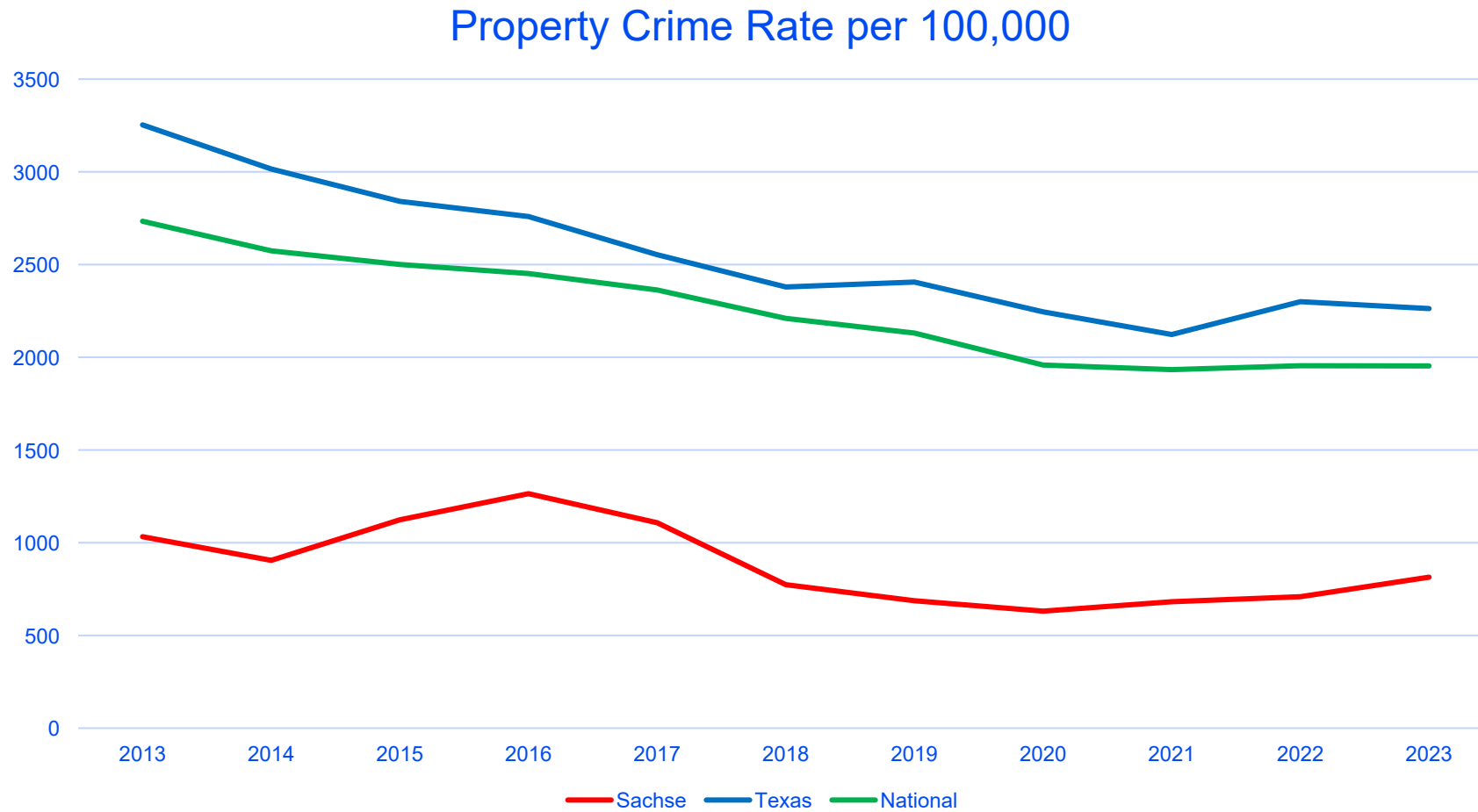
Vehicle Burglaries



Auto Theft

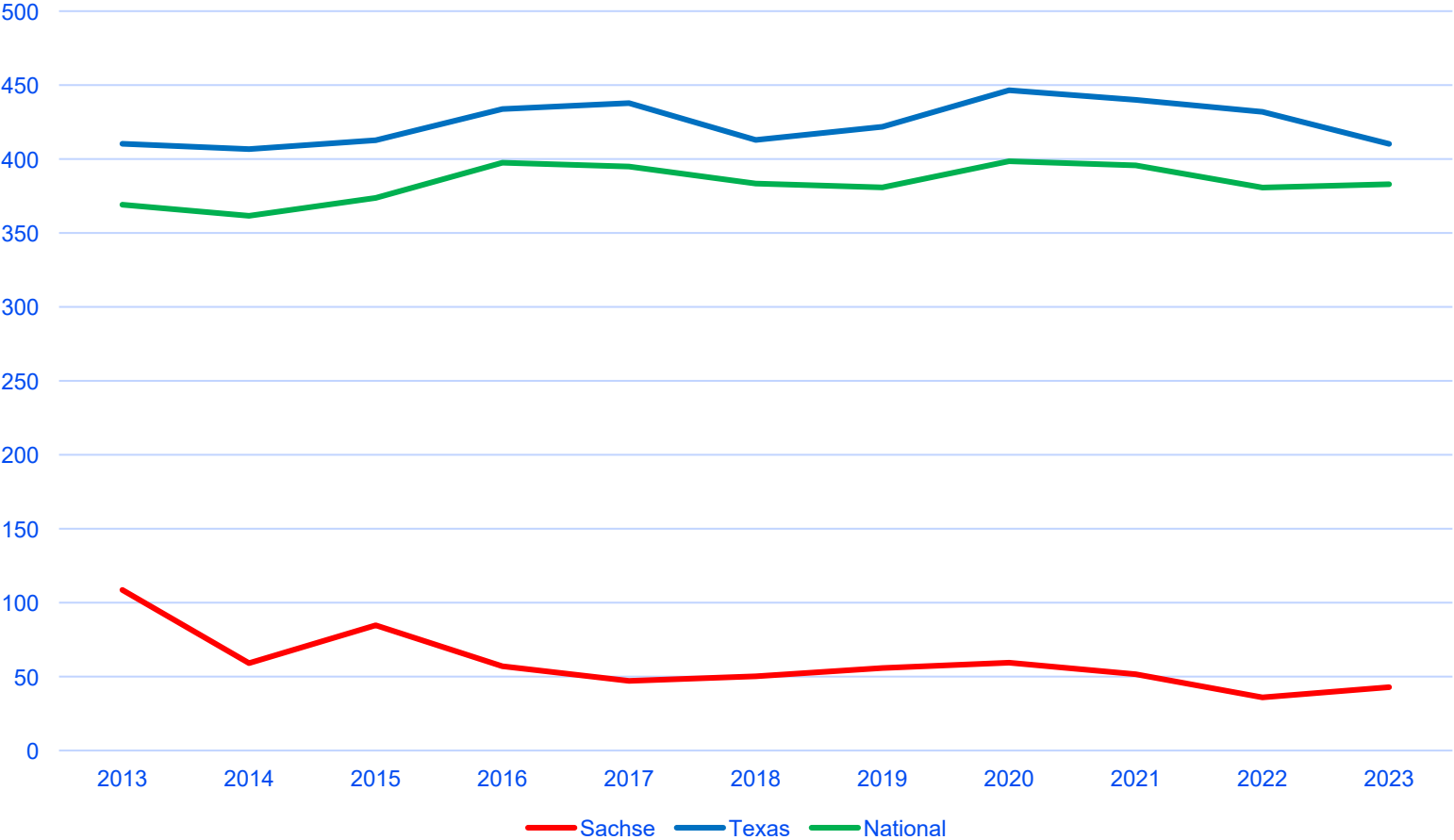


Property Crime Comparison

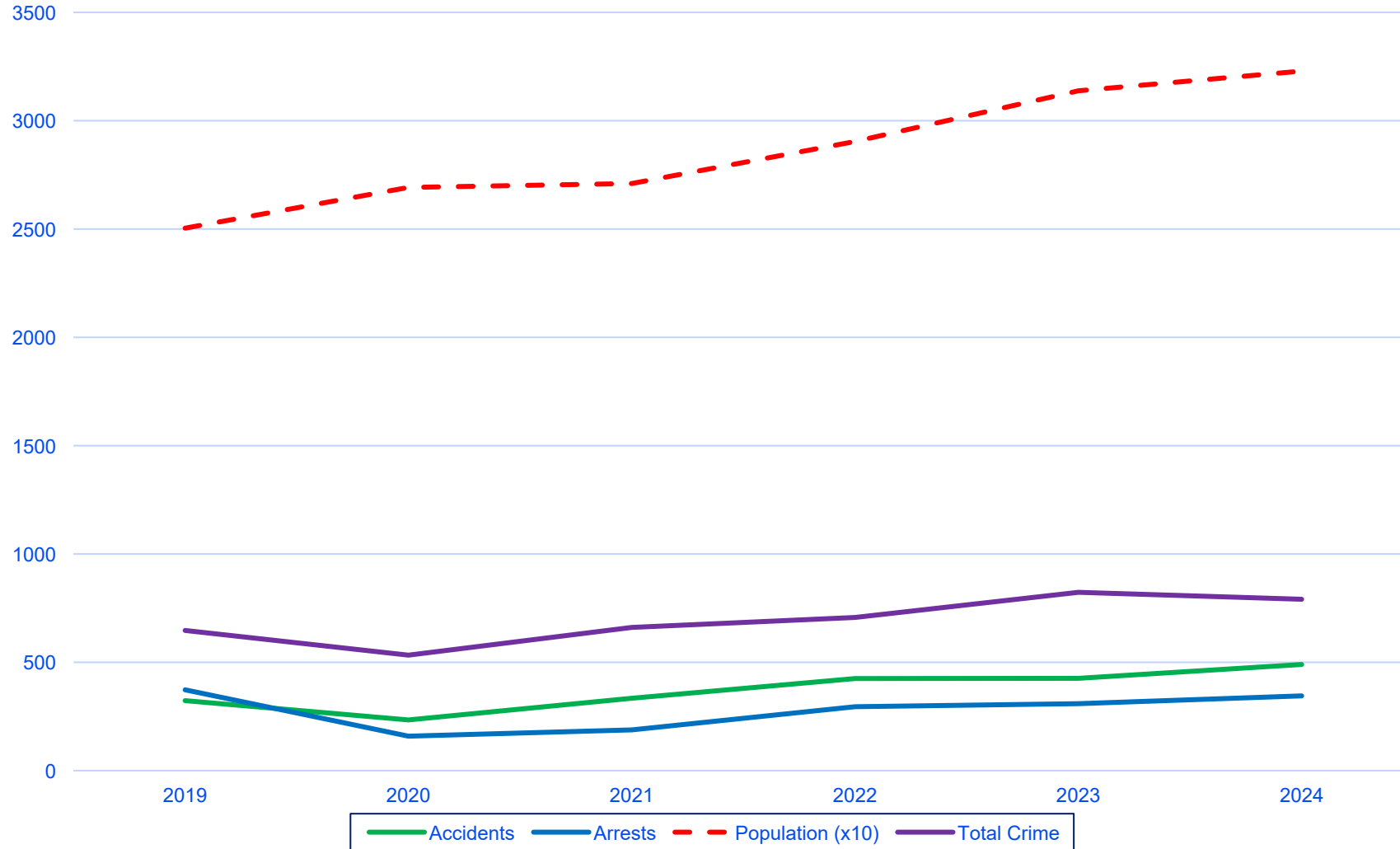


Violent Crime Comparison

Violent Crime Rate per 100,000



Sachse Police Department



Additional Metrics

Response times

Priority 1 = 3:49

Priority 2 = 5:19

Traffic stops: 6,606 30%

CFS: 23,543 3%

Average training hours per officer = 100

Community policing activity: 2,252 -9%

Park and walks, community service reports,
house checks, resident and business contacts



Accomplishments

Internal/Operational Improvements

- Radio/infrastructure upgrade
- Technology upgrades
- Transparency improvements: webpage
- Autism awareness training
- Code ambassador program partnership
- Medical upgrades: LifeVac, AEDs
- Heritage Park call boxes partnership
- Collin College Police Academy partnership
- Lt. Doerr: Institute of Law Enforcement Administration (ILEA) Executive Leadership
- Sgt. Gooding: ILEA Police Supervision



Community Outreach Activity

- Citizens Police Academy (CPA)
- Rape Aggression Defense (RAD)
- CRASE Preparedness classes (4)



Accomplishments

Community Outreach Activity

- Legacy Programs
 - Cops & Campers
 - Public Safety Day
 - National Night Out- 13 events
- Summer bicycle safety
- Lock box program
- Safe trade zone
- Public Safety trick or treat
- Senior focused scam seminars
- Holiday toy drive- 205 children
- Holiday package program



Animal Shelter Completion

- On schedule and under budget



Volunteers in Policing

- 27 VIPs – 6,026 hours = \$130,882 value



2025 Goals

- Legacy programming
- TCOLE policy requirements
- De-escalation & procedural justice refresher
- Flock camera proposal
- Executive workload analysis
- ILEA supervision: Sgt. Merryman
- Evaluation revisions
- Enhanced community communication
- Load bearing vest wear test



Load bearing vest wear test



Honor
Integrity



Respect
Compassi
on



F. Action Items

Subject:	1. Consider approving a revised list of comparator cities for the purpose of labor market benefits and compensation surveys.
Meeting	February 17, 2025 - City Council Meeting
Access	Public
Type	Action, Discussion
Fiscal Impact	None
Recommended Action	Authorize a revised list of comparator cities for the purpose of labor market benefits and compensation surveys.
Goals	Provide excellent government services to Sachse citizens.

BACKGROUND

In October 2024, City Council approved a comprehensive compensation and classification study to be conducted by the Baker Tilly consulting firm. Included in the scope of this study is a review of comparator cities to the City of Sachse in the North Texas public sector relative to geographic proximity, population, budget, and resident demographics.

POLICY CONSIDERATIONS

This action will establish a new set of comparator cities that will be used moving forward for purposes of compensation and benefits surveys. By redefining these cities, the City will create more relevant and accurate benchmarks for assessing market compensation trends in the region. This will ensure that surveys reflect the most up-to-date and geographically appropriate data, taking into account factors such as geographic proximity, population, budget, and resident demographics to make informed decisions regarding employee compensation and benefits.

RECOMMENDATION

Authorize a revised list of comparator cities for the purpose of labor market benefits and compensation surveys.

File Attachments

1. Sachse TX - Presentation with Peer Data

Classification and Compensation Study



- Project overview
- Discussion of Peers
- Project Timeline

Project Overview

Market Assessment

- Peer Organizations (10): We will partner with you to identify comparable and competitive peer organizations to include in the study. These are organizations that look like you and work like you relative to size (revenue, population served, or number of employees), service offerings, geography, growth, etc.
 - Published salary survey data will be incorporated as a private sector comparison.
- Benchmark Positions: 61 positions (75%) will be included as benchmarks in the survey.
- Market Survey: a summary of work + minimum qualifications will be included for each benchmark position to assist peers in providing an appropriate match.
- Adjustment & Quality Control: Some adjustments may be made to collected data to account for differences in work week, fiscal year, and geographic labor cost. *We do not weight the data.*
 - Results are analyzed for quality control; reports demonstrating market averages and a comparison to the market will be prepared for your review.



Public Peer Selection

- Baker Tilly partnered with City leadership and department heads to cultivate a list of comparator peer organizations.
- Leadership completed Department Director Questionnaires
- “Brainstorm” list generated of 28 organizations
- Using demographic and economic indicators, this list was narrowed to 13 appropriate comparators.



Preliminary Peer List (13)

Proposed Peer Organizations	
1.	Richardson, Texas
2.	Garland, Texas
3.	Farmers Branch, Texas
4.	Rowlett, Texas
5.	Wylie, Texas
6.	The Colony, Texas
7.	Rockwall, Texas
8.	Allen, Texas
9.	Anna, Texas
10.	Princeton, Texas
11.	Celina, Texas
12.	Murphy, Texas
13.	Royse City, Texas

Need to Select 10



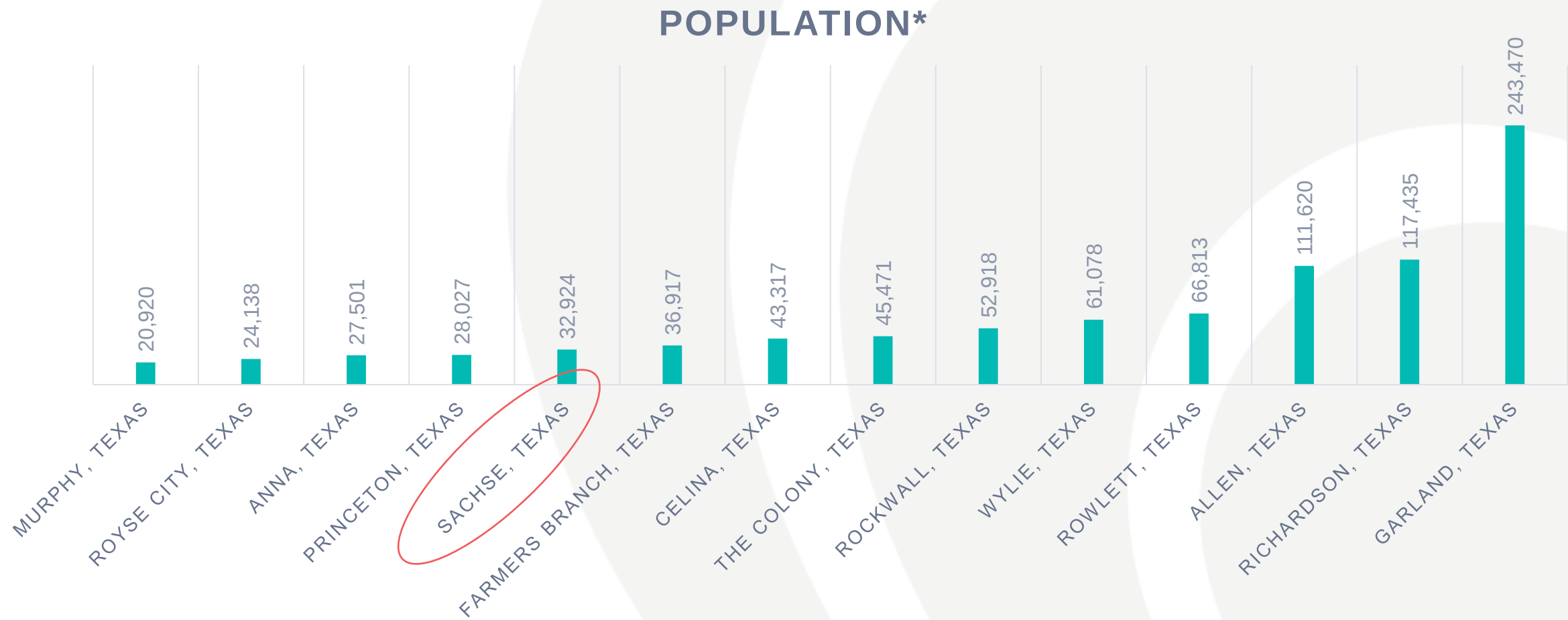
Turnover Comparators*

Peer Organizations
1. Wylie, Texas
2. Garland, Texas
3. Richardson, Texas
4. Allen, Texas
5. Rockwall, Texas
6. Royse City, Texas

*Organizations identified analyzing turnover data from the past three years from the City of Sachse. Organizations with multiple mentions of having lost talent to recently.



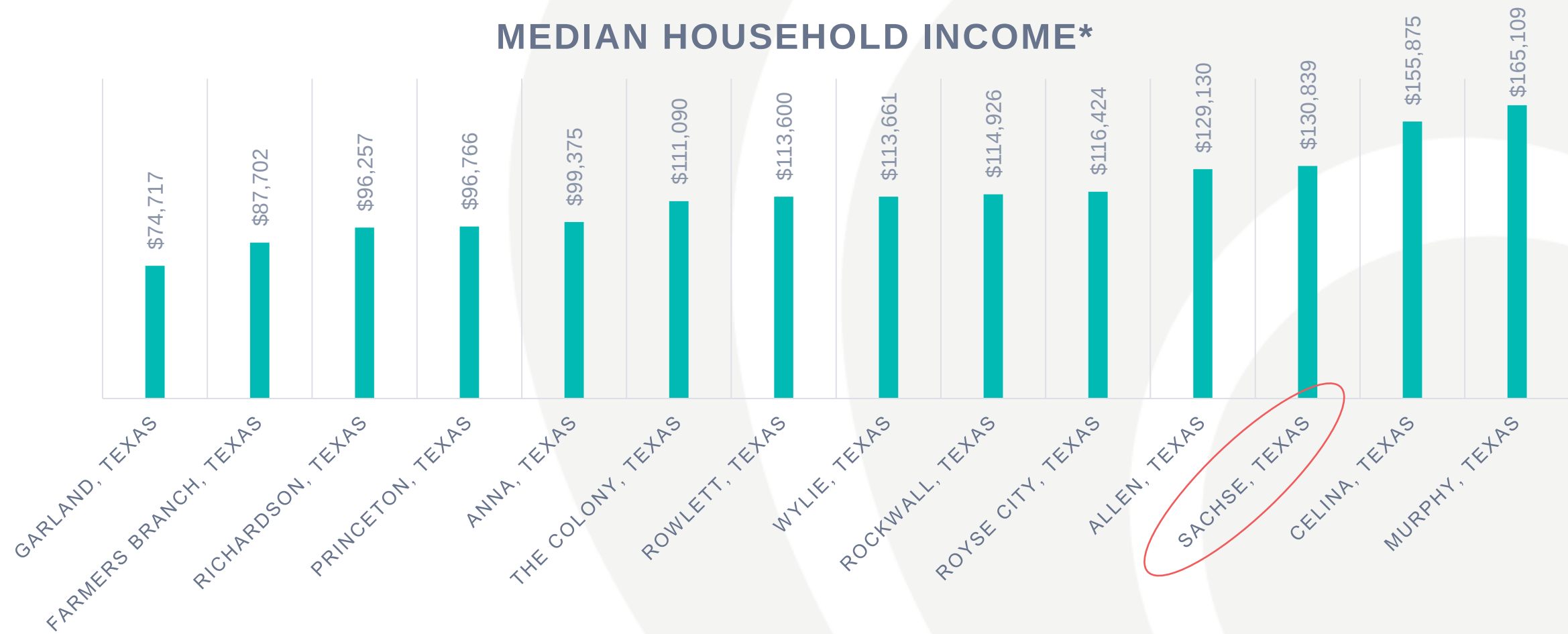
Comparing by Population



*US Census, July 2023 Estimates

Comparing by Income

MEDIAN HOUSEHOLD INCOME*



*US Census, July 2023 Estimates

Comparing by General Fund



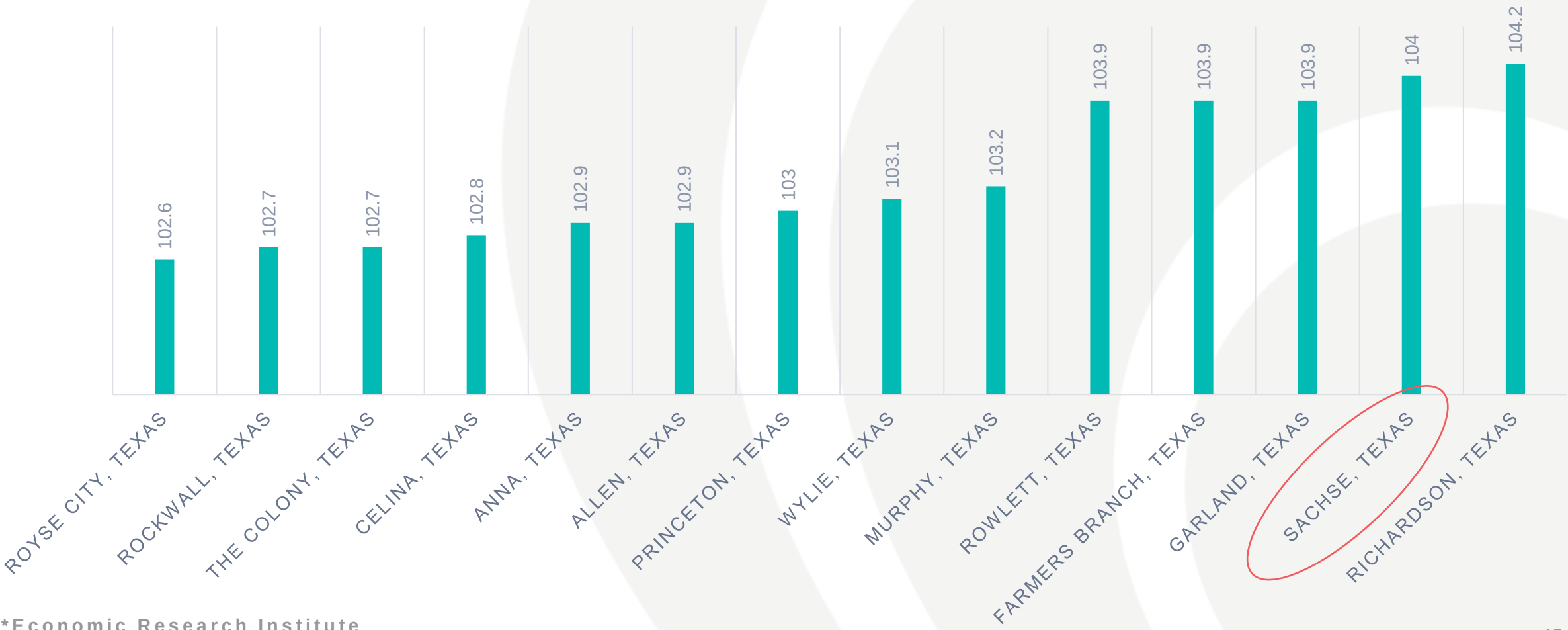
Comparing by Full-Time Employees

NUMBER OF FULL-TIME EQUIVALENT POSITIONS*



Comparing by Cost of Labor

COST OF LABOR*



*Economic Research Institute

Market Assessment: Cost of Labor Differentials

Where cost of living is a measurement of goods and services in each area, the cost of labor is a measurement of compensation paid.

Cost of labor can be impacted by the cost of living but is mainly influenced by the supply and demand of labor in each area (rate of unemployment and number of qualified laborers).

Proposed Peer Organizations

Date Pulled	Client Name	Location	Geo Adjust	Client Avg Base
1/24/2025	Sachse, TX	Sachse, TX	104.1	\$ 69,949.46
Peer #	Peer Organization	Locality Used	ERI Indicator	GeoDiff %
1	Allen, Texas	Allen, Texas	102.9	1.2%
2	Anna, Texas	Melissa, Texas	102.9	1.2%
3	Celina, Texas	Prosper, Texas	102.8	1.3%
4	Farmers Branch, Texas	Farmers Branch, Texas	103.9	0.2%
5	Garland, Texas	Garland, Texas	103.9	0.2%
6	Murphy, Texas	Murphy, Texas	103.2	0.9%
7	Princeton, Texas	Lucas, Texas	103.0	1.1%
8	Richardson, Texas	Richardson, Texas	104.2	-0.1%
9	Rockwall, Texas	Rockwall, Texas	102.7	1.4%
10	Rowlett, Texas	Rowlett, Texas	103.9	0.2%
11	Royse City, Texas	Fate, Texas	102.6	1.5%
12	The Colony, Texas	The Colony, Texas	102.7	1.4%
13	Wylie, Texas	Wylie, Texas	103.1	1.0%

Cost of labor differentials collected from Economic Research Institutes Geographic Assessor tool which utilizes figures published by the Bureau of Labor Statistics.

Market Assessment: Cost of Labor Differentials

Where cost of living is a measurement of goods and services in each area, the cost of labor is a measurement of compensation paid.

Cost of labor can be impacted by the cost of living but is mainly influenced by the supply and demand of labor in each area (rate of unemployment and number of qualified laborers).

Current Peer Organizations

Date Pulled	Client Name	Location	Geo Adjust	Client Avg Base
2/12/2025	Sachse, TX	Sachse, TX	104.1	\$ 69,949.46
Peer #	Peer Organization	Locality Used	ERI Indicator	GeoDiff %
1	Allen, Texas	Allen, Texas	102.9	1.2%
2	Colleyville, Texas	Colleyville, Texas	99.4	4.7%
3	Coppell, Texas	Coppell, Texas	103.9	0.2%
4	Garland, Texas	Garland, Texas	103.9	0.2%
5	Little Elm, Texas	Little Elm, Texas	102.7	1.4%
6	Murphy, Texas	Murphy, Texas	103.2	0.9%
7	Prosper, Texas	Prosper, Texas	102.8	1.3%
8	Richardson, Texas	Richardson, Texas	104.2	-0.1%
9	Rockwall, Texas	Rockwall, Texas	102.7	1.4%
10	Rowlett, Texas	Rowlett, Texas	103.9	0.2%
11	Wylie, Texas	Wylie, Texas	103.1	1.0%

Cost of labor differentials collected from Economic Research Institutes Geographic Assessor tool which utilizes figures published by the Bureau of Labor Statistics.

Market Assessment

What is The Market?

MIN

MID

MAX

Market Midpoint

Lead Market

MIN

MID

MAX

Market Midpoint

Match Market

MIN

MID

MAX

Market Midpoint

Lag Market

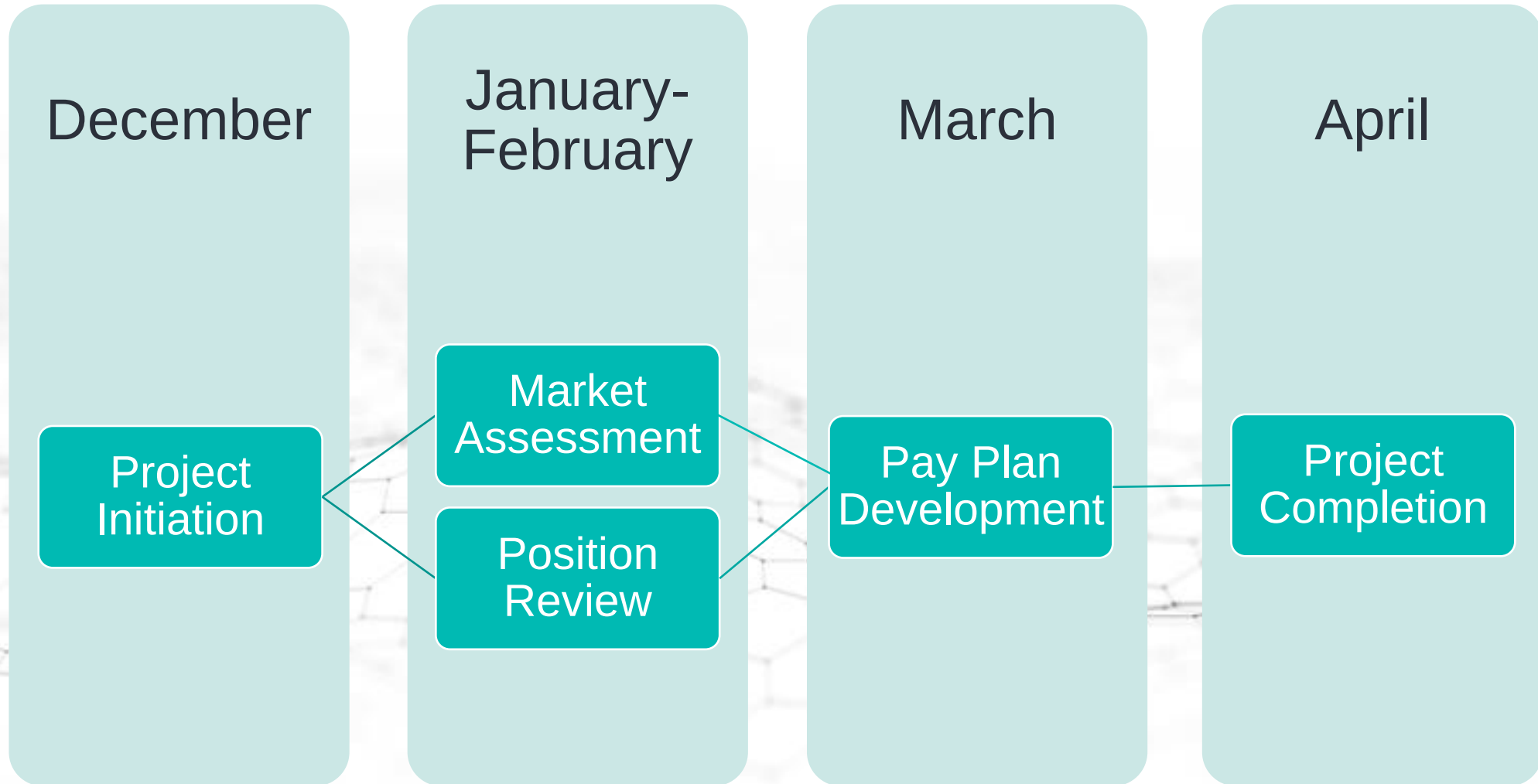
Preliminary Peer List (13)

Need to Select 10

Proposed Peer Organizations	
1.	Richardson, Texas
2.	Garland, Texas
3.	Farmers Branch, Texas
4.	Rowlett, Texas
5.	Wylie, Texas
6.	The Colony, Texas
7.	Rockwall, Texas
8.	Allen, Texas
9.	Anna, Texas
10.	Princeton, Texas
11.	Celina, Texas
12.	Murphy, Texas
13.	Royse City, Texas



Project Timeline



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