

**CITY OF JOPLIN  
COUNCIL AGENDA ITEM**

**ITEM**

Council Bill 2020-527 – Approving the Salary Administration Plan for Fire Department Classified and Unclassified positions

**MEETING DATE**

October 19, 2020

**ORIGINATING DEPT**

Finance

**ATTACHMENTS**

CB 2020-527 Ordinance; Exhibit “A”-Salary Administration Plan for Classified and Unclassified positions

**REVIEWED BY**

Department Head: Leslie Haase; Human Resources Director: David Allgood; City Attorney: Peter Edwards; City Manager: Nick Edwards

**SUMMARY**

This Council Bill approves the Salary Administration Plan for Fire Department Classified and Unclassified positions with a 9% adjustment to the entire plan.

**BACKGROUND**

With the successful passage of Proposition “B”, a consensus was formed that an updated market study was needed to identify market competitive pay for the City of Joplin to help address recruitment and retention. The City hired Sheila Maerz, with Segal Consulting, to complete the market study. The study was completed and distributed in August. City Council heard a formal presentation of the study results at a work session in September.

The fiscal year 2021 budget was built with the goal to reserve as much financial capacity to dedicate towards improving wages without dipping into reserves. The study documents that Joplin’s barrier to competitive pay exists across the entire pay plan. Within the regional market, 41 of 43, or 95%, of the positions included in the study are below market competitive pay. As a result, the study recommended utilizing available resources to make an across-the-board adjustment to the entire pay plan for the City to be within market competitive pay as defined in the study as 95% to 105%.

The fiscal year 2021 budget had enough capacity to grant a 9% across-the-board wage adjustment. With a 9% pay plan adjustment, the positions included in the study will be 99%-100% of the overall blended market bringing the entire plan within market competitive pay as defined by the study.

The 9% adjusted Salary Administration Plan will go into effect on November 1, 2020, which will result in current employees receiving a corresponding wage increase on this date.

**FUNDING SOURCE**

This item is included in the adopted fiscal year 2021 budget.

**RECOMMENDATION**

Staff recommends approval of this council bill on an emergency basis.