

**CITY OF JOPLIN
COUNCIL AGENDA ITEM**

ITEM

Council Bill 2021-527 – Approving the Salary Administration Plan for Classified and Unclassified positions for the Fire Department

MEETING DATE

October 18, 2021

ORIGINATING DEPT

Finance

ATTACHMENTS

CB 2021-527 Ordinance; Exhibit “A”-Salary Administration Plan for Classified and Unclassified positions

REVIEWED BY

Department Head: Leslie Haase; Human Resources Director: Michelle Ducre; City Attorney: Peter Edwards; City Manager: Nick Edwards

SUMMARY

This Council Bill approves the Salary Administration Plan for Classified and Unclassified positions for the fire department. As a result of the project to update all city job descriptions, the new pay plans reflect various updated titles and FLSA status changes.

BACKGROUND

During 2021, the City utilized Maerz HR Services to update all city job descriptions, with the assistance of Department Heads, which has resulted in new job descriptions for approximately 180 positions.

A complete audit of the Fair Labor Standards Act (FLSA) status was also conducted with this project. This audit resulted in changing 3 positions from exempt to non-exempt in the fire department as follows:

Position:

Battalion Chief
Fire Marshal
Fire Training Chief

New FLSA Status:

Non-Exempt
Non-Exempt
Non-Exempt

These changes have been reflected on the Salary Administration Plan for Classified and Unclassified positions for the fire department.

FUNDING SOURCE

This item is included in the adopted fiscal year 2022 budget.

RECOMMENDATION

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