Joplin City Council Work Session Agenda
Monday, February 9, 2026
Fifth Floor Council Chambers
602 S. Main Street
5:45 PM

1. **Proposition Police And Fire Election Plan**

   Documents:

   PROP POLICE AND FIRE SPENDING PLAN.PDF
   SALARY ADMINISTRATION PLAN FOR POLICE CB UNIT TAX SALES TAX RENEWAL.PDF
   EXHIBIT D SALARY ADMINISTRATION PLAN FOR FIRE CB UNIT SALES TAX RENEWAL.PDF
   SALARY ADMINISTRATION PLAN FOR UNCLASSIFIED AND CLASSIFIED PROPOSAL SALES TAX RENEWAL.PDF
   PROP POLICE FIRE HANDOUTS V8.PDF

2. **Facility Security Improvement Plan**

   Documents:

   FACILITY SECURITY IMPROVEMENT FUNDING OPTIONS.PDF
   FACILITY SECURITY IMPROVEMENT PLAN REVISED 1.5.26.PDF
   FACILITIES SECURITY ITEM LISTING REVISED 1.5.26.PDF
   FACILITIES SECURITY ITEM LISTING REVISED 1.5.26 MAINTENANCE.PDF
   FACILITIES SECURITY ITEM LISTING REVISED 1.5.26 PWC.PDF

Notice posted at 12 p.m. on this the 5th day of February 2026. (RSMo 610.020)

CITY OF JOPLIN
HALF CENT SALES TAX RENEWAL
Feb-26

DESCRIPTION	NUMBER	EST UNIT COST	EST TOTAL COST
***Wage Adjustment: Collective Bargaining Agr:**			
Police Personnel (23%)			2,000,000
Fire Personnel (23%)			2,000,000
Additional Personnel:			
Police Personnel	9	202,500	1,822,500
Fire Personnel	6	113,500	681,000
****Additional Personnel:**			
Reassign Dispatch Subsidy			1,100,000
Reassign Police Personnel	7	64,286	450,000
Reassign Fire Personnel	6	75,000	450,000
Police Equipment:			750,000
Replace Police Vehicles (Cost per Vehicle)		85,000	
Fire Equipment:			750,000
Replace Ladder Truck		2,400,000	
Replace Rescue Truck		750,000	
Facilities:			585,000
Replace Fire Station #3		6,300,000	
Public Safety Training Center Rehab Center		500,000	
Police Firing Range Improvements		2,400,000	
Total Estimated Annual Cost			**10,588,500**

Projected 1/2-Cent Sales Tax Revenue in 2027	**9,160,375**
Projected 1/2-Cent Use Tax Revenue in 2027	**1,428,125**
Total Projected Revenue in 2027	**10,588,500**

**Note: This will include transferring money to the Public Safety Sales Tax for wage increases for those police and fire personnel. Those personnel must remain in that fund to comply with the spending plan of that tax passed in 2005.*

***Note: These are projected numbers of personnel to be reassigned. This can vary by person and the actual number may vary.*

Projections are estimates based on today's costs. Equipment and Facilities represent current known unfunded needs. Over time, additional public safety equipment and facilities will be identified.

CITY OF JOPLIN
EXHIBIT "C"-SALARY ADMINISTRATION PLAN
POLICE BARGAINING UNIT
TAX PLAN

Grade	Position	Step 1 (hrly/annual)	Step 2 (hrly/annual)	Step 3 (hrly/annual)	Step 4 (hrly/annual)	Step 5 (hrly/annual)	Step 6 (hrly/annual)	Step 7 (hrly/annual)	Step 8 (hrly/annual)	Step 9 (hrly/annual)	Step 10 (hrly/annual)	Step 11 (hrly/annual)	Step 12 (hrly/annual)	Step 13 (hrly/annual)	Step 14 (hrly/annual)	Step 15 (hrly/annual)
1	Police Officer Trainee	$ 20.300 $ 42,224	$ 20.909 $ 43,491													
2	Police Officer	$ 25.107 52,223	$ 25.860 53,789	$ 26.636 55,403	$ 27.435 57,065	$ 28.258 58,777	$ 29.106 60,540	$ 29.979 62,356	$ 30.878 64,227	$ 31.805 66,154	$ 32.759 68,139	$ 33.742 70,183	$ 34.754 72,288	$ 35.797 74,457	$ 36.870 76,691	$ 37.977 78,991
4	Police Corporal	$ 28.245 $ 58,750	$ 29.093 $ 60,513	$ 29.966 $ 62,328	$ 30.864 $ 64,198	$ 31.790 $ 66,124	$ 32.744 $ 68,108	$ 33.726 $ 70,151	$ 34.738 $ 72,256	$ 35.780 $ 74,423	$ 36.854 $ 76,656	$ 37.959 $ 78,956	$ 39.098 $ 81,324	$ 40.271 $ 83,764	$ 41.479 $ 86,277	$ 42.724 $ 88,865
10	Police Sergeant	$ 31.383 $ 65,278	$ 32.325 $ 67,236	$ 33.295 $ 69,253	$ 34.294 $ 71,331	$ 35.322 $ 73,470	$ 36.382 $ 75,675	$ 37.473 $ 77,945	$ 38.598 $ 80,283	$ 39.756 $ 82,692	$ 40.948 $ 85,172	$ 42.177 $ 87,728	$ 43.442 $ 90,359	$ 44.745 $ 93,070	$ 46.088 $ 95,862	$ 47.470 $ 98,738

CITY OF JOPLIN
EXHIBIT "D"-SALARY ADMINISTRATION PLAN
FIRE BARGAINING UNIT
TAX PROPOSAL

Grade	Position	Step 1 (hrly/annual)	Step 2 (hrly/annual)	Step 3 (hrly/annual)	Step 4 (hrly/annual)	Step 5 (hrly/annual)	Step 6 (hrly/annual)	Step 7 (hrly/annual)	Step 8 (hrly/annual)	Step 9 (hrly/annual)	Step 10 (hrly/annual)	Step 11 (hrly/annual)	Step 12 (hrly/annual)	Step 13 (hrly/annual)	Step 14 (hrly/annual)	Step 15 (hrly/annual)
1A	Firefighter Trainee	$ 19.2310	$ 19.8079													
		$ 40,000	$ 41,200													
F2	Firefighter/EMT	$ 16.1401	$ 16.6243	$ 17.1230	$ 17.6367	$ 18.1658	$ 18.7108	$ 19.2721	$ 19.8503	$ 20.4458	$ 21.0592	$ 21.6910	$ 22.3417	$ 23.0119	$ 23.7023	$ 24.4134
		$ 47,000	$ 48,410	$ 49,862	$ 51,358	$ 52,899	$ 54,486	$ 56,120	$ 57,804	$ 59,538	$ 61,324	$ 63,164	$ 65,059	$ 67,011	$ 69,021	$ 71,092
F4	Fire Driver/Engineer	$ 18.1576	$ 18.7024	$ 19.2634	$ 19.8413	$ 20.4366	$ 21.0497	$ 21.6812	$ 22.3316	$ 23.0015	$ 23.6916	$ 24.4023	$ 25.1344	$ 25.8884	$ 26.6651	$ 27.4650
		$ 52,875	$ 54,461	$ 56,095	$ 57,778	$ 59,511	$ 61,297	$ 63,136	$ 65,030	$ 66,980	$ 68,990	$ 71,060	$ 73,191	$ 75,387	$ 77,649	$ 79,978
10A	Deputy Fire Marshal	$ 30.734	$ 31.656	$ 32.605	$ 33.583	$ 34.591	$ 35.629	$ 36.698	$ 37.798	$ 38.932	$ 40.100	$ 41.303	$ 42.542	$ 43.819	$ 45.133	$ 46.487
		$ 63,926	$ 65,844	$ 67,819	$ 69,854	$ 71,949	$ 74,108	$ 76,331	$ 78,621	$ 80,979	$ 83,409	$ 85,911	$ 88,488	$ 91,143	$ 93,877	$ 96,694
F10	Fire Captain	$ 21.9526	$ 22.6111	$ 23.2895	$ 23.9882	$ 24.7078	$ 25.4490	$ 26.2125	$ 26.9989	$ 27.8089	$ 28.6431	$ 29.5024	$ 30.3875	$ 31.2991	$ 32.2381	$ 33.2052
		$ 63,926	$ 65,844	$ 67,819	$ 69,854	$ 71,949	$ 74,108	$ 76,331	$ 78,621	$ 80,979	$ 83,409	$ 85,911	$ 88,488	$ 91,143	$ 93,877	$ 96,694
F20	Battalion Chief	$ 37.034	$ 38.145	$ 39.289	$ 40.468	$ 41.682	$ 42.933	$ 44.221	$ 45.547	$ 46.914	$ 48.321	$ 49.771	$ 51.264	$ 52.802	$ 54.386	$ 56.017
20A	Fire Marshal	$ 77,031	$ 79,342	$ 81,722	$ 84,174	$ 86,699	$ 89,300	$ 91,979	$ 94,738	$ 97,580	$ 100,508	$ 103,523	$ 106,628	$ 109,827	$ 113,122	$ 116,516
20A	Fire Training Chief	$ 26.4528	$ 27.2464	$ 28.0638	$ 28.9057	$ 29.7729	$ 30.6661	$ 31.5861	$ 32.5337	$ 33.5097	$ 34.5150	$ 35.5504	$ 36.6169	$ 37.7154	$ 38.8469	$ 40.0123
		$ 77,031	$ 79,342	$ 81,722	$ 84,174	$ 86,699	$ 89,300	$ 91,979	$ 94,738	$ 97,580	$ 100,508	$ 103,523	$ 106,628	$ 109,827	$ 113,122	$ 116,516

CITY OF JOPLIN
EXHIBIT "A"-SALARY ADMINISTRATION PLAN
FOR CLASSIFIED AND UNCLASSIFIED POSITIONS
EFFECTIVE XXX

* - unclassified position according to city charter (E) - exempt according to FLSA

Grade	Position (* - unclassified according to city charter)	Step 1 (hrly/annual)	Step 2 (hrly/annual)	Step 3 (hrly/annual)	Step 4 (hrly/annual)	Step 5 (hrly/annual)	Step 6 (hrly/annual)	Step 7 (hrly/annual)	Step 8 (hrly/annual)	Step 9 (hrly/annual)	Step 10 (hrly/annual)	Step 11 (hrly/annual)	Step 12 (hrly/annual)	Step 13 (hrly/annual)	Step 14 (hrly/annual)	Step 15 (hrly/annual)	Step 16 (hrly/annual)	Step 17 (hrly/annual)	Step 18 (hrly/annual)
N1	Cook	$ 16.223	$ 16.629	$ 17.044	$ 17.471	$ 17.907	$ 18.355	$ 18.814	$ 19.284	$ 19.766	$ 20.261	$ 20.767	$ 21.286	$ 21.818	$ 22.364	$ 22.923	$ 23.496	$ 24.083	
	Court Assistant I	$ 33,744	$ 34,588	$ 35,453	$ 36,339	$ 37,247	$ 38,179	$ 39,133	$ 40,111	$ 41,114	$ 42,142	$ 43,196	$ 44,275	$ 45,382	$ 46,517	$ 47,680	$ 48,872	$ 50,094	
	Custodian																		
	Transit Dispatcher																		
N2	Administrative Assistant	$ 17.521	$ 17.959	$ 18.408	$ 18.868	$ 19.340	$ 19.823	$ 20.319	$ 20.827	$ 21.348	$ 21.881	$ 22.428	$ 22.989	$ 23.564	$ 24.153	$ 24.757	$ 25.376	$ 26.010	
	Breastfeeding Peer Counselor Coordinator	$ 36,444	$ 37,355	$ 38,289	$ 39,246	$ 40,227	$ 41,233	$ 42,264	$ 43,320	$ 44,403	$ 45,513	$ 46,651	$ 47,817	$ 49,013	$ 50,238	$ 51,494	$ 52,781	$ 54,101	
	Court Compliance Officer I																		
	Laborer I																		
	Police Services Assistant																		
	Tourism Assistant																		
	Transit Driver I																		
	Utility Locator																		
	Wastewater Laboratory Assistant																		
N3	Automotive Service Worker	$ 18.923	$ 19.396	$ 19.881	$ 20.378	$ 20.887	$ 21.409	$ 21.945	$ 22.493	$ 23.056	$ 23.632	$ 24.223	$ 24.828	$ 25.449	$ 26.085	$ 26.737	$ 27.406	$ 28.091	
	Court Assistant II	$ 39,359	$ 40,343	$ 41,352	$ 42,386	$ 43,445	$ 44,531	$ 45,645	$ 46,786	$ 47,955	$ 49,154	$ 50,383	$ 51,643	$ 52,934	$ 54,257	$ 55,614	$ 57,004	$ 58,429	
	Engineering Assistant																		
	Health Professional Assistant-WIC																		
	Laborer II																		
	Permit Technician																		
	Recreation Leader																		
	Transit Driver II																		
N4	Accounting Specialist	$ 20.437	$ 20.947	$ 21.471	$ 22.008	$ 22.558	$ 23.122	$ 23.700	$ 24.293	$ 24.900	$ 25.522	$ 26.161	$ 26.815	$ 27.485	$ 28.172	$ 28.876	$ 29.598	$ 30.338	
	Airport Operations Worker	$ 42,508	$ 43,571	$ 44,660	$ 45,777	$ 46,921	$ 48,094	$ 49,296	$ 50,529	$ 51,792	$ 53,087	$ 54,414	$ 55,774	$ 57,169	$ 58,598	$ 60,063	$ 61,564	$ 63,103	
	Assistant City Clerk																		
	Communications Specialist																		
	Competent Professional Authority-WIC																		
	Court Compliance Officer II																		
	Crime Analyst/Accreditation Coordinator																		
	CVB Marketing Specialist																		
	Engineering Technician																		
	Equipment Operator																		
	Evidence Technician																		
	HR Specialist																		
	Interactive Communications Specialist																		
	Legal Specialist																		
	Neighborhood Improvement Officer																		
	Park Ranger																		
	Parks Caretaker																		
	Public Safety Communications Operator I																		
	Recreation Coordinator																		

CITY OF JOPLIN
EXHIBIT "A"-SALARY ADMINISTRATION PLAN
FOR CLASSIFIED AND UNCLASSIFIED POSITIONS
EFFECTIVE XXX

* - unclassified position according to city charter (E) - exempt according to FLSA

Grade	Position (* - unclassified according to city charter)	Step 1 (hrly/annual)	Step 2 (hrly/annual)	Step 3 (hrly/annual)	Step 4 (hrly/annual)	Step 5 (hrly/annual)	Step 6 (hrly/annual)	Step 7 (hrly/annual)	Step 8 (hrly/annual)	Step 9 (hrly/annual)	Step 10 (hrly/annual)	Step 11 (hrly/annual)	Step 12 (hrly/annual)	Step 13 (hrly/annual)	Step 14 (hrly/annual)	Step 15 (hrly/annual)	Step 16 (hrly/annual)	Step 17 (hrly/annual)	Step 18 (hrly/annual)
	Right-of-Way Technician																		
	Transit Driver III																		
	Wastewater Laboratory Technician																		
	Wastewater Plant Operator																		
	Wastewater Plant Utility Worker																		
N10	Airport Police Officer	$ 22.480	$ 23.042	$ 23.618	$ 24.209	$ 24.814	$ 25.434	$ 26.070	$ 26.722	$ 27.390	$ 28.075	$ 28.777	$ 29.496	$ 30.233	$ 30.989	$ 31.764	$ 32.558	$ 33.372	
	Animal Control Officer	$ 46,759	$ 47,928	$ 49,126	$ 50,354	$ 51,613	$ 52,903	$ 54,226	$ 55,582	$ 56,971	$ 58,395	$ 59,855	$ 61,352	$ 62,885	$ 64,458	$ 66,069	$ 67,721	$ 69,414	
	Building Inspector																		
	Building Maintenance Technician																		
	Construction Inspector																		
	Detention Officer																		
	Environmental Public Health Specialist I																		
	Executive Asst/Secretary to City Manager																		
	Heavy Equipment Operator																		
	Parks Facilities Maintenance Technician																		
	Public Safety Communications Operator II																		
	Traffic, Markings and Sign Technician																		
N11	Automotive Technician II	$ 24.728	$ 25.346	$ 25.980	$ 26.630	$ 27.295	$ 27.978	$ 28.677	$ 29.394	$ 30.129	$ 30.882	$ 31.654	$ 32.446	$ 33.257	$ 34.088	$ 34.940	$ 35.814	$ 36.709	
	Communications Technician	$ 51,435	$ 52,721	$ 54,039	$ 55,390	$ 56,774	$ 58,194	$ 59,649	$ 61,140	$ 62,668	$ 64,235	$ 65,841	$ 67,487	$ 69,174	$ 70,903	$ 72,676	$ 74,493	$ 76,355	
	Environmental Public Health Specialist II																		
	GIS Technician																		
	Lead Animal Control Officer																		
	Lead Building Inspector																		
	Lead Cemetery Caretaker																		
	Lead Parks Caretaker																		
	Nutritionist I																		
	Project Coordinator																		
	Property Negotiator/Appraiser																		
	Public Safety Communications Operator III																		
	Traffic Signal Technician																		
	Wastewater Plant Technician																		
	Wastewater Pretreatment Technician																		
N20	Airport Operations Supervisor	$ 25.965	$ 26.614	$ 27.279	$ 27.961	$ 28.660	$ 29.377	$ 30.111	$ 30.864	$ 31.635	$ 32.426	$ 33.237	$ 34.068	$ 34.920	$ 35.793	$ 36.687	$ 37.605	$ 38.545	$ 39.508
	Chief Wastewater Plant Operator	$ 54,006	$ 55,357	$ 56,741	$ 58,159	$ 59,613	$ 61,103	$ 62,631	$ 64,197	$ 65,802	$ 67,447	$ 69,133	$ 70,861	$ 72,633	$ 74,449	$ 76,310	$ 78,217	$ 80,173	$ 82,177
	Chief Wastewater Plant Technician																		
	Community Health Planner/Educator																		
	Jail Shift Supervisor																		
	Nutritionist II																		
	Transit Driver Supervisor																		
	Utility Billing Supervisor																		

CITY OF JOPLIN
EXHIBIT "A"-SALARY ADMINISTRATION PLAN
FOR CLASSIFIED AND UNCLASSIFIED POSITIONS
EFFECTIVE XXX

* - unclassified position according to city charter (E) - exempt according to FLSA

Grade	Position (* - unclassified according to city charter)	Step 1 (hrly/annual)	Step 2 (hrly/annual)	Step 3 (hrly/annual)	Step 4 (hrly/annual)	Step 5 (hrly/annual)	Step 6 (hrly/annual)	Step 7 (hrly/annual)	Step 8 (hrly/annual)	Step 9 (hrly/annual)	Step 10 (hrly/annual)	Step 11 (hrly/annual)	Step 12 (hrly/annual)	Step 13 (hrly/annual)	Step 14 (hrly/annual)	Step 15 (hrly/annual)	Step 16 (hrly/annual)	Step 17 (hrly/annual)	Step 18 (hrly/annual)
	Wastewater Biosolids Program Supervisor																		
	Wastewater Laboratory Supervisor																		
	Wellness Coordinator																		
N21	Accountant I (E)	$ 28.561	$ 29.275	$ 30.007	$ 30.757	$ 31.526	$ 32.314	$ 33.122	$ 33.950	$ 34.799	$ 35.669	$ 36.561	$ 37.475	$ 38.412	$ 39.372	$ 40.356	$ 41.365	$ 42.399	$ 43.459
	Community Health Nurse (E)	$ 59,407	$ 60,892	$ 62,415	$ 63,975	$ 65,574	$ 67,214	$ 68,894	$ 70,616	$ 72,382	$ 74,191	$ 76,046	$ 77,947	$ 79,896	$ 81,893	$ 83,941	$ 86,039	$ 88,190	$ 90,395
	Fire Apparatus Fleet Manager																		
	IT Analyst																		
	Land Surveyor																		
	Planner																		
	Plans Reviewer																		
	Public Safety Communications Supervisor																		
	Recycling Coordinator (E)																		
	Right-of-Way Manager																		
	Wastewater Pretreatment Inspector																		
N22	Accountant II (E)	$ 31.417	$ 32.203	$ 33.008	$ 33.833	$ 34.679	$ 35.546	$ 36.434	$ 37.345	$ 38.279	$ 39.236	$ 40.217	$ 41.222	$ 42.253	$ 43.309	$ 44.392	$ 45.502	$ 46.639	$ 47.805
	Assistant CVB Director/Director of Sales (E)	$ 65,348	$ 66,982	$ 68,656	$ 70,372	$ 72,132	$ 73,935	$ 75,783	$ 77,678	$ 79,620	$ 81,610	$ 83,651	$ 85,742	$ 87,886	$ 90,083	$ 92,335	$ 94,643	$ 97,009	$ 99,434
	Building Maintenance Supervisor (E)																		
	Communications Technician Manager																		
	Fleet Maintenance Supervisor (E)																		
	Golf Course Professional (E)																		
	HR Safety Manager (E)																		
	Jail Administrator (E)																		
	Neighborhood Improvement Supervisor (E)																		
	Regional Response Planner																		
	Transportation Coordinator (E)																		
N23	Assistant Wastewater Plant Superintendent (E)	$ 34.559	$ 35.423	$ 36.308	$ 37.216	$ 38.147	$ 39.100	$ 40.078	$ 41.080	$ 42.107	$ 43.159	$ 44.238	$ 45.344	$ 46.478	$ 47.640	$ 48.831	$ 50.052	$ 51.303	$ 52.586
	Athletic Facilities Superintendent (E)	$ 71,883	$ 73,680	$ 75,522	$ 77,410	$ 79,345	$ 81,329	$ 83,362	$ 85,446	$ 87,582	$ 89,772	$ 92,016	$ 94,316	$ 96,674	$ 99,091	$ 101,568	$ 104,107	$ 106,710	$ 109,378
	Cemetery Superintendent (E)																		
	Emergency Management Coordinator (E)																		
	Financial Analyst (E)																		
	Golf Course Superintendent (E)																		
	Infrastructure Maintenance Supervisor (E)																		
	Medical Services Coordinator (E)																		
	Museum Curator (E)																		
	Network Administrator																		
	Parks Superintendent (E)																		
	Public Information Officer (E)																		
	Public Safety Communications Manager (E)																		
	Webmaster (E)																		
	WIC Services Coordinator (E)																		

CITY OF JOPLIN
EXHIBIT "A"-SALARY ADMINISTRATION PLAN
FOR CLASSIFIED AND UNCLASSIFIED POSITIONS
EFFECTIVE XXX

* - unclassified position according to city charter (E) - exempt according to FLSA

Grade	Position (* - unclassified according to city charter)	Step 1 (hrly/annual)	Step 2 (hrly/annual)	Step 3 (hrly/annual)	Step 4 (hrly/annual)	Step 5 (hrly/annual)	Step 6 (hrly/annual)	Step 7 (hrly/annual)	Step 8 (hrly/annual)	Step 9 (hrly/annual)	Step 10 (hrly/annual)	Step 11 (hrly/annual)	Step 12 (hrly/annual)	Step 13 (hrly/annual)	Step 14 (hrly/annual)	Step 15 (hrly/annual)	Step 16 (hrly/annual)	Step 17 (hrly/annual)	Step 18 (hrly/annual)
N24	Airport Manager (E)	$ 38.015	$ 38.965	$ 39.939	$ 40.938	$ 41.961	$ 43.010	$ 44.086	$ 45.188	$ 46.317	$ 47.475	$ 48.662	$ 49.879	$ 51.126	$ 52.404	$ 53.714	$ 55.057	$ 56.433	$ 57.844
	Assistant City Prosecutor (E)	$ 79,071	$ 81,048	$ 83,074	$ 85,151	$ 87,279	$ 89,461	$ 91,698	$ 93,990	$ 96,340	$ 98,749	$ 101,217	$ 103,748	$ 106,342	$ 109,000	$ 111,725	$ 114,518	$ 117,381	$ 120,316
	Capital Improvement Project Manager (E)																		
	Chief Building Official (E)																		
	Civil Engineer I (E)																		
	Infrastructure Superintendent (E)																		
	Wastewater Plant Superintendent (E)																		
N30	Assistant Director of Health (E)	$ 41.816	$ 42.862	$ 43.933	$ 45.032	$ 46.157	$ 47.311	$ 48.494	$ 49.706	$ 50.949	$ 52.223	$ 53.528	$ 54.867	$ 56.238	$ 57.644	$ 59.085	$ 60.563	$ 62.077	$ 63.628
	Assistant Director of Planning, Development (E)	$ 86,978	$ 89,152	$ 91,381	$ 93,666	$ 96,007	$ 98,408	$ 100,868	$ 103,389	$ 105,974	$ 108,624	$ 111,339	$ 114,123	$ 116,976	$ 119,900	$ 122,898	$ 125,970	$ 129,119	$ 132,347
	Assistant Director of Public Works-Operations (E)																		
	Assistant IT Director (E)																		
	Assistant Finance Director (E)																		
	Assistant Parks Director (E)																		
	City Prosecutor (E)																		
	Civil Engineer II (E)																		
	Police Captain (E)																		
N40	Assistant City Attorney (E)	$ 45.998	$ 47.148	$ 48.327	$ 49.535	$ 50.773	$ 52.042	$ 53.344	$ 54.677	$ 56.044	$ 57.445	$ 58.881	$ 60.353	$ 61.862	$ 63.409	$ 64.994	$ 66.619	$ 68.284	$ 69.991
	Assistant Director of Public Works-Engineering (E)	$ 95,676	$ 98,068	$ 100,519	$ 103,032	$ 105,608	$ 108,248	$ 110,955	$ 113,728	$ 116,572	$ 119,486	$ 122,473	$ 125,535	$ 128,673	$ 131,890	$ 135,187	$ 138,567	$ 142,031	$ 145,582
	* CVB Director (E)																		
	Deputy Fire Chief (E)																		
	* Director of Communications (E)																		
	* Municipal Court Administrator (E)																		
N41	Assistant Police Chief (E)	$ 50.598	$ 51.863	$ 53.159	$ 54.488	$ 55.850	$ 57.247	$ 58.678	$ 60.145	$ 61.648	$ 63.190	$ 64.769	$ 66.389	$ 68.048	$ 69.750	$ 71.493	$ 73.281	$ 75.113	$ 76.990
	* Community Health Director (E)	$ 105,243	$ 107,874	$ 110,571	$ 113,336	$ 116,169	$ 119,073	$ 122,050	$ 125,101	$ 128,229	$ 131,435	$ 134,720	$ 138,088	$ 141,541	$ 145,079	$ 148,706	$ 152,424	$ 156,234	$ 160,140
	* Director of IT (E)																		
	* Director of Planning, Development and NI (E)																		
	* Finance Director (E)																		
	* Fire Chief (E)																		
	* HR Director/Risk Manager (E)																		
	* Parks & Recreation Director (E)																		
N42	* Assistant City Manager (E)	$ 55.658	$ 57.049	$ 58.475	$ 59.937	$ 61.436	$ 62.971	$ 64.546	$ 66.159	$ 67.813	$ 69.509	$ 71.246	$ 73.028	$ 74.853	$ 76.725	$ 78.643	$ 80.609	$ 82.624	$ 84.690
	* Police Chief (E)	$ 115,768	$ 118,662	$ 121,628	$ 124,669	$ 127,786	$ 130,980	$ 134,255	$ 137,611	$ 141,052	$ 144,578	$ 148,192	$ 151,897	$ 155,695	$ 159,587	$ 163,577	$ 167,666	$ 171,858	$ 176,154
	* Public Works Director (E)																		



Proposition Police & Fire

A no-tax-increase permanent funding source for Joplin Police and Fire.

Why? Strong public safety services are essential for the future of our community.

Both police and fire services are considered **essential public services** because their **absence or underfunding** statistically increases **deaths, injuries, crime and economic loss.**

Statistics:

- A peer-reviewed study tracking patrol locations found that a **10% decrease in police presence caused a 7% increase in crime** in affected areas. Source: *https://direct.mit.edu/rest/article/103/2/280/97658/Police-Presence-Rapid-Response-Rates-and-Crime*
- **Cities facing officer shortages** after 2020 **saw higher violent crime rates** compared to cities that maintained staffing levels, according to policing workforce studies. Source: *https://www.policechiefmagazine.org/linking-the-workforce-crisis-crime-and-response-time/*
- **Longer police response times** significantly **increase the likelihood of injury**, especially in violent and domestic incidents. Source: *https://academic.oup.com/ej/article/133/654/2147/7147570*
- Fire studies using national incident data show that **fire severity and property loss increase** steadily **when response times exceed 3–5 minutes.** Source: *https://link.springer.com/article/10.1007/s10694-019-00870-4*
- **Staffing levels** are the single **most important predictor of police response time**, more than call volume or overtime. Source: *https://www.crimrxiv.com/pub/02md8eqk/release/1*
- **Fire staffing levels** have a greater impact on **victim survivability and firefighter safety** than apparatus arrival alone. Source: *https://www.nist.gov/publications/report-residential-fireground-field-experiments*
- **Inadequate staffing increases risk** to occupants and firefighters. Source: *https://www.nfpa.org/1710*

Takeaways:

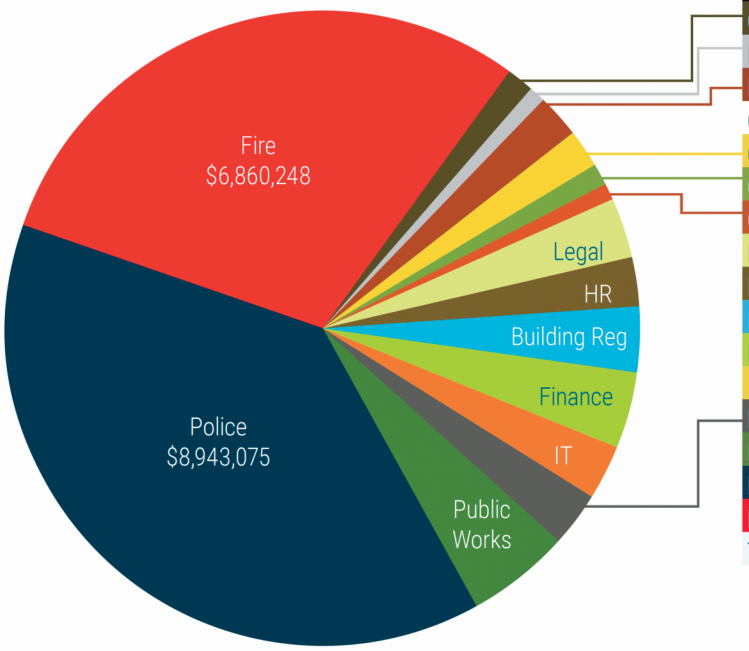
- Appropriate Police Department staffing acts as a **preventive force**, while understaffing could allow crime opportunities to expand.
- Appropriate Fire Department staffing levels are a key component to community **risk reduction** and fire suppression.

PAID FOR BY: City of Joplin
City Manager Nick Edwards
602 S. Main St. Joplin, MO 64801
joplinmo.org

Proposition Police & Fire
Vote April 7, 2026

JOPLIN MISSOURI

2024 General Fund Personnel Expenditures by Department



Department	Personnel Services
Cemeteries	$340,826
Emergency Mgmt	$158,007
Neighborhood Impr	$506,820
City Council	$1,354
City Manager	$486,621
Communications	$270,938
City Clerk	$174,681
Legal Services	$706,600
Human Resources	$603,317
Building Regulations	$739,377
Finance	$934,180
IT	$595,922
Municipal Court	$704,121
Public Works	$1,164,385
Police	$8,943,075
Fire	$6,860,248
Total General Fund	$23,190,472

Public Safety departments are expensive to operate. Police and Fire have large staffs, needed to protect the City around the clock in shifts. Together, these departments spend about 2/3 of the total personnel expenditures from the City's General Fund.

Public Safety Challenges in Joplin:

The City, IAFF, and FOP have worked diligently to improve public safety services for the community. Since 2020, the City has accomplished:

- Built Fire Station 7
- Replaced 3 fire engines (total cost approximately $4.3m)
- Added 5 additional positions to the Fire Department
- Added 6 additional positions to the Police Department
- Added "Take Home" vehicles for the Police Department
- Created a Police Flex Platoon
- Created a Police Co-Responder Unit
- Police implemented a part-time bicycle patrol
- Improved wages for Police and Fire personnel

Despite these improvements, the Police and Fire Departments are **falling behind in competitive pay**, routinely **losing experienced and highly-trained leaders** to better-paying departments, and **struggling to maintain full staffing.** The proposed tax replacement would provide a dedicated funding source, allowing the City to implement pay increases as negotiated with the Police and Fire unions. Average starting pay for a Police Officer is approximately **$12,000 less** than the regional average, while the average starting pay for a Firefighter is approximately **$7,000 less** than the regional average.

PAID FOR BY: City of Joplin
City Manager Nick Edwards
602 S. Main St. Joplin, MO 64801
joplinmo.org

Proposition Police & Fire
Vote April 7, 2026

JOPLIN MISSOURI



Proposition Police & Fire

A no-tax-increase permanent funding source for Joplin Police and Fire.

What is being proposed?

- Proposition Police & Fire is for a **½-cent Public Safety Sales Tax**.
  - Earmarked for **Police, Fire, and Dispatch** only.
  - Without a sunset because it will be used for:
    - **Staffing**
    - **Pay & benefits**
    - **Capital expenditures** (facilities, vehicles & equipment)
- Secures funding to improve critical public safety services for **today and future generations**.
- The ½-cent Public Safety Sales Tax **would replace the funding currently provided by the "Prop B" general sales tax**, which will expire after Prop B obligations are met (Public Safety Pension will be fully funded to 120%).
- The continuation of the ½-cent tax rate **will take effect in 2027** only after the current "Prop B" tax obligations have been met and expired.
- **Proposal would not result in any tax increase.**

A "No" vote will cause the current tax to expire without replacement:

✗ Expiration of the current tax will leave no dedicated funding for competitive pay or additional public safety personnel. It will also reduce the City's ability to fund capital improvements for facilities, vehicles and equipment for Police and Fire.

A "Yes" vote allows for:

Improved Public Safety Staffing:

✓ 9 Additional Police Officer positions, to put more officers in neighborhoods and reduce response times.

✓ 6 Additional Fire Fighters.

Improved Pay for Better Market Competitiveness:

✓ $2m in pay adjustments for Police.

✓ $2m in pay adjustments for Fire.

✓ All pay adjustments guaranteed through Collective Bargaining Contracts.

Improved Facilities:

✓ Replacement of Fire Station 3.

✓ Modernization of Police Firing Range.

✓ Improvements to the Public Safety Training Center.

Better Equipment

✓ Adds funding for Police vehicles and other Police equipment.

✓ Replaces Fire Ladder Truck 1.

✓ Replaces Fire Rescue Truck 5.

PAID FOR BY: City of Joplin
City Manager Nick Edwards
602 S. Main St. Joplin, MO 64801
joplinmo.org

Proposition Police & Fire
Vote April 7, 2026

JOPLIN MISSOURI

Joplin Police Department:

Key Facts (2025):

79,532 calls for service
Narcotics and DWI cases combined **rose 19%** over 2024.
477 unfilled patrol shifts
35 officers resigned or retired since 1/1/2024.

Operational Impacts:

- Extra shiftwork leads to officer burnout and leaving the agency - often for work at other Police agencies.
- The Patrol Bureau has uncovered shifts daily, leaving Patrol Beats unassigned.
- Full authorized strength of 43 Beat Officers, but current Beat Officers is 28 (as of Jan. 27, 2026).
- Police Firing Range in critical need of repair and updates for safety purposes.

Priority Needs:

- Critical need to address competitive pay to help retain quality, veteran employees.
- Need additional officers to relieve call volume for patrol officers and provide more opportunity for proactive crime prevention.
- Need to maintain quality equipment to help officers better protect the community.
- Continuous officer training on legal updates, safety, and de-escalation techniques.

Joplin Fire Department:

Key Facts (2025):

9,980 calls for service
Calls increasing **4–7%** annually
30,576 overtime hours
Avg. **3.5 extra shifts** per day
1,274 Overtime shifts
244 Forced overtime shifts

Operational Impacts:

- Business fire inspections have been discontinued due to understaffing.
- Increased firefighter fatigue, injuries, and sick leave.
- Aging facilities and apparatus under growing demand. Replacement of Fire Station 3 is needed. It was constructed in 1980 and no longer meets modern safety or operational standards.

Priority Needs:

- Critical need to address competitive pay to help retain quality, veteran employees.
- Need facility improvements, such as replacing the deteriorating Fire Station #3.

Police & Fire Annual Starting Pay Comparison: (as of 9/1/2025)

Job Title	Joplin Starting Pay	Regional Average Starting Pay
Firefighter/EMT	$40,125	$47,849
Police Officer	$40,800	$53,043

Regional benchmark cities: Springfield, Branson, Jefferson City, Liberty and St. Joseph in Missouri, plus Bentonville and Ft. Smith in Arkansas.

PAID FOR BY: City of Joplin
City Manager Nick Edwards
602 S. Main St. Joplin, MO 64801
joplinmo.org

Proposition Police & Fire
Vote April 7, 2026

JOPLIN MISSOURI

Why are Police and Fire services so essential?

Impact Area	Police Services	Fire Services
Public Safety	Investigating & working to reduce crime & violence.	Working to reduce injuries & fire deaths, improve medical emergency response.
Response Time	Striving for prompt arrests & quick delivery of aid.	Striving for early emergency response to protect lives and property.
Economic Protection	Aiming to prevent thefts & minimize damage.	Protecting billions of dollars in property through fire control and emergency mitigation.
Community Trust	Responding to crisis & maintaining order.	Responding to fire, medical, rescue, hazmat & disasters.

PAID FOR BY: City of Joplin
City Manager Nick Edwards
602 S. Main St. Joplin, MO 64801
joplinmo.org

Proposition Police & Fire
Vote April 7, 2026

JOPLIN MISSOURI



FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

COJ Team | February 9, 2026

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Background

- During the Spring/Summer of 2025, Joplin Police Department conducted CPTED (Crime Prevention through Environmental Design) Site Audits of city facilities
- The audits resulted in a master Facility Security Improvement Plan
- City Staff then evaluated the Plan and estimated costs for the various recommendations
- The Master Plan with costs was presented to City Council during the Budget Worksessions in September of 2025

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Background

- The item was tabled for City Staff to further evaluate and bring options to City Council for discussion
- Phase III of the Capital Improvement Sales Tax includes a Project for Building Maintenance in the amount of $4,000,000 allocated $400,000 annually for ten years
- The Fiscal Year 2026 Capital Improvement Sales Tax budget includes $400,000
- This presentation will present options for funding the items identified in the Facility Security Improvement Plan, as well as detail addressing non-monetary items identified in the Plan

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Background

- The Plan also recommends education and training of employees to help achieve the overall goal of safety and security at city facilities, which can be conducted by the Police Department or within each Department
- The total cost of the identified priority items is nearly $1,728,000
- The Plan has been developed to be implemented over multiple years based upon available funding
- The intent, though, is to implement the entire Plan, including the non-monetary items, unless there is an operational reason not to implement an item as identified by the specific Department

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Summary of CPTED

- CPTED, or Crime Prevention through Environmental Design, is a strategy using architecture and urban planning to deter crime by modifying the physical environment, making spaces less appealing for offenders and safer for users through principles like natural surveillance (visibility), access control, territorial reinforcement, activity support and maintenance

- It encourages positive use of spaces, channels people through designed pathways, and increases visibility, in turn reducing criminal opportunities

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Summary of CPTED

- Natural Surveillance (Visibility):
  - Designing spaces with clear sightlines, good lighting, and fewer hiding spots to allow residents and users to easily see what's happening, deterring crime

- Access Control:
  - Using landscaping, pathways, and designated entrances/exits to guide people's movement, making it clear where entry is welcome and where it isn't

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Summary of CPTED

- Territorial Reinforcement:
  - Creating a sense of ownership and pride by clearly defining public vs. private areas, such as fences, landscaping and signage to encourage positive behavior
- Activity Support:
  - Encouraging legitimate activities like public art or community gardens in an area to increase "eyes on the street" and deter criminal behavior
- Maintenance:
  - Keeping properties and public spaces well-maintained signals that someone cares, discouraging vandalism and neglect that can attract crime

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Update

- Since the budget was compiled, two immediate building maintenance items have occurred:
  - Justice Center Elevator, which is the original 1967 elevator, recently became inoperable
  - While it is now functioning, it needs modernized like the City Hall elevators before it becomes unable to be fixed
  - Fire Station #4 elevator also needs modernized
  - City has been spending maintenance dollars each year on this elevator and it needs to be modernized to avoid the continuous costs
  - Justice Center Elevator estimated cost $200,000 and Fire Station #4 estimated cost $100,000

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Updated List of Identified Priority Items

DESCRIPTION	EST AMOUNT	FUNDING SOURCE/ COMMENT	CATEGORY TOTAL
Relocate Community Police 1st Fl	$ 276,000		$ 276,000
HR Ceiling	$ 263,000		$ 263,000
Health/WIC Counter	$ 100,000		$ 100,000
City Hall Access Control	$ 16,000		
Health Access Control	$ 4,000		
Airport Barrier System	$ 10,000		$ 30,000
Fire Station #6 Bldg Lighting	$ 8,000		
Fire Station #6 Parking Lot Lights	$ 50,000		
Fire Station #4 Lighting	$ 50,000		
Fire Station #7 Lighting	$ 6,000		
Fire Station #5 Lighting	$ 5,000		
Fire Station #2 Lighting	$ 1,000		$ 120,000
Joe Becker Stadium Parking Lot Lighting	$ 500,000		$ 500,000

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Updated List of Identified Priority Items

DESCRIPTION	EST AMOUNT	FUNDING SOURCE/ COMMENT	CATEGORY TOTAL
PW Upgrade Camera System	$ 13,500		
Fire Station #1 Cameras	$ 3,500		
Airport Cameras	$ 21,000		
Airport License Plate Reader	$ 3,000		
Fire Station #7 Cameras	$ 3,200		
Fire Station #3 Cameras	$ 4,800		
Fire Station #5 Cameras	$ 4,000		
Fire Station #6 Cameras	$ 6,000		
Fire Station #2 Cameras	$ 5,000		
Athl Comp Building & Garage Cameras	$ 4,000		$ 68,000
Athletic Complex Speed Bumps	$ 90,000	TST Expenditure	
Athletic Complex Speed Bumps	$ 20,000	TST Expenditure	
Museum Speed Bumps	$ 30,000	TST Expenditure	
Fire Station #4 Bollards	$ 40,000	TST Expenditure	$ 180,000

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Updated List of Identified Priority List

DESCRIPTION	EST AMOUNT	FUNDING SOURCE/ COMMENT	CATEGORY TOTAL
Airport Police MDT's	$ 15,900		$ 15,900
MAPS Exterior Window Replacement	$ 100,000		$ 100,000
Fire Station #4 Privacy Fence	$ 20,000		
Fire Station #5 Privacy Fence	$ 40,000		
Fire Station #5 Fencing	$ 15,000		$ 75,000
Grand Total	$1,727,900		$ 1,727,900

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Regular Maintenance Budget Items

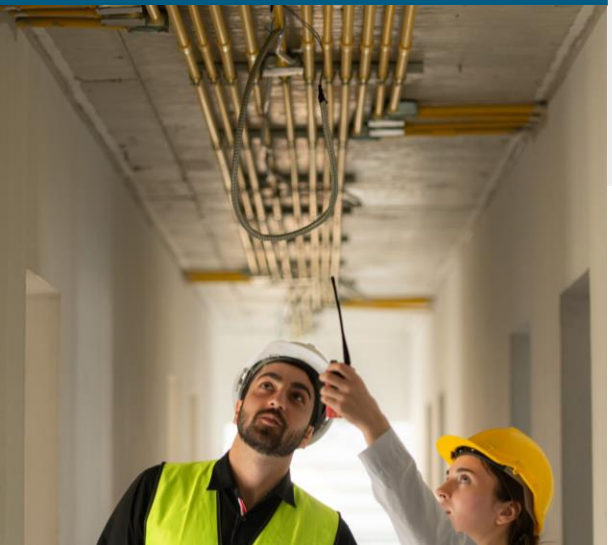
DESCRIPTION	EST AMOUNT	FUNDING SOURCE/ COMMENT
Athletic Complex Parking Stops	$ 5,000	TST Maintenance
Athl Comp Softball Parking Bollards	$ 2,000	TST Maintenance
Athl Comp Building Parking Bollards	$ 2,000	TST Maintenance
Golf Clubhouse Handrail	$ 2,000	Golf Maintenance
Aiport Convex Mirrors	$ 1,000	Airport Maintenance
Athl Comp Building Fencing A/C Units	$ 3,000	Parks Maintenance
Grand Total	**$ 15,000**	

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Options

- Items identified as "non-monetary" will be evaluated and implemented, as needed, by appropriate departments over time
- Elevators at Justice Center and Fire Station #4 are existing facility items and, therefore, should be funded from the Capital Improvement Sales Tax Building Maintenance Project first
- Of the $400,000 budgeted, the elevators are estimated at $300,000, leaving a balance of $100,000

Options



Option 1:

Use Capital Improvement Sales Tax Budget of $400,000 for Elevators ($300,000), Access Control ($30,000) and Camera Upgrades ($68,000); then, in subsequent years use a mixture of Capital Improvement Sales Tax Budget and regular capital replacement budget from the appropriate funding sources to implement the Plan over multiple years

Option 2:

Use a mixture of Capital Improvement Sales Tax and General Fund reserves in 2026, if a project(s) needs to be advanced quicker

FACILITY SECURITY IMPROVEMENT PLAN FUNDING OPTIONS

Next Steps

- Obtain direction from City Council based on options presented
- Departments evaluate and begin implementation of non-monetary items
- Departments implement the items from the updated priority list based on City Council direction
- Conduct Employee Training
- Monitor the plan for implementation and completion of the items

QUESTIONS?



JOPLIN
POLICE DEPARTMENT

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

FACILITY SECURITY IMPROVEMENT PLAN

In the Spring and Summer of 2025, the Joplin Police Department Community Engagement Unit was tasked with doing CPTED Site Audits of certain city facilities. CPTED (Crime Prevention Through Environmental Design) is used to make facilities and locations safer through established assessments and corrections. Each site was visited during the day and the night.

CPTED - Site Audit

The following suggestions are made for the purpose of reducing the likelihood of criminal activity. While no guarantee can be stated or implied, the concepts of CPTED have proven themselves internationally. The Joplin Police Department offers the inspection as a public service, with the understanding that there is no way to predict or prevent all crime risks. The purpose of this inspection is to reduce formability of crime, by making a good faith effort to provide a safe environment.

Four concepts of CPTED:

Access Control: Properly located entrances, exits, fencing, landscaping and lighting can direct both foot and motor vehicle traffic in ways that discourage crime. The goal of access control is to get people to go where you want them to go without having to tell them.

Surveillance (Natural, Organized, Mechanical): Generally, criminals do not want to be seen. Placing physical features, activities and people in ways that minimize the ability to see what is going on discourages crime. Landscaping and lighting are two methods used to provide natural surveillance. The goal of natural surveillance is to have the community and neighbors looking out for your property.

Territorial Reinforcement: The use of physical attributes that express ownership such as fencing, pavement treatments, signage, and landscaping.

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

Lighting: Lighting is used for the illumination of human activity and security. Most crimes occur at night, and the best way to prevent those crimes is with adequate lighting. The goal of lighting is to be able to clearly observe and identify another person standing 100 feet away from you.

The assessed facilities that had these reports completed this year are as follows:

Fire Stations 1-7 (Each station has its own report)

Joe Becker Stadium

Joplin Athletic Complex

Joplin History and Mineral Museum

Airport

Joplin MAPS

Public Works Complex

Schifferdecker Golf Course

Each report for each location identifies issues and fixes throughout the report that can be as simple as cutting back shrubbery, changing a light bulb, removing keys from vehicles, or as extensive as building construction or installing a fence or other fixtures including cameras. It is a little more difficult to analyze each report and determine an absolute order of priority for the city to act on. However, this summary report will try to do just that to give city officials guidance on what changes would be the most important or most impactful to safety. The nature of CPTED reports is designed to address all concerns without placing priority or cost to them, so that the owner or operator, in this case the city and designated department head, can decide what issues they can address and do so accordingly. It is extremely important that the decision makers read each location report for a full understanding of the issues and concerns and then can comprehend this prioritization list based off those.

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

Prioritization

After a thorough review of all reports, there is no blatant number one item of priority overall and each location has multiple things that can be easily corrected. The best **overall summary** of guidance for the city would be as follows:

1. Educate employees at each site about general security such as locking doors, turning on lights, reporting light bulbs out, taking keys out of ignitions, locking vehicles and reducing the likelihood of theft. (Training can be provided by us and or department heads and their designee)

2. Secure exterior outlets and increase lighting at the Golf Course, Athletic Complex and Mineral Museum along with increasing camera coverage and quality. These locations are prone to homeless use. Also, secure outside water spicket at Mineral Museum. Fix the fence at the golf course. These locations being situated in proximity need to be target hardened together as the same group of transients are around all three.

3. Restrict access to the elevator to the second floor of Joplin Reginal Airport and lock 2nd floor storage room along with adding cameras and increasing lighting. Ensure compliance with FAA restrictions over CPTED recommendations.

4. Add lighting to Joe Becker Stadium and fix the fence west of the batting cages. This location has had repeated thefts and vandalism in the past

Overall theme with the fire stations is lighting, cameras, and fencing.

Station 1 needs more lighting.
Station 2 more lighting.
Station 3 cameras and lighting.
Station 4 needs barriers, lighting, and fencing.
Station 5 cameras, lighting, fence.
Station 6 cameras, fix the fence, lighting.
Station 7 needs increased cameras and lighting.

Secure the pedestrian gates and increase lighting at PWC

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

Almost all the reports include multiple small or cheap fixes that could be implemented quickly with little or no cost. All reports should be read fully to get the full context of the recommendations. Multiple recommendations could be implemented simultaneously.

A full priority breakdown of the over 100 recommendations made in the reports would be prioritized for safety and security as follows:

High Priority Items

- **City Hall**. Recommend moving the office for the officers currently located in the lower level of City Hall to the first floor. Doing so will provide high visibility to the public during times when the officers are working in that space. $276,000
- **City Hall**. Recommend adding a fixed ceiling to the Human Resources offices. Ceiling should physically attach to the current walls in HR to provide a more secure environment for HR personnel. $263,000
- **City Hall.** Adding controlled access to restrooms for additional security and maintenance $16,000
- **Fire Station 6**: Add additional exterior lighting around building $8,000. Add additional parking lot lights $50,000. There was no lighting for the sides of the building without bay doors. The employee parking area was quite dark.
- **Fire Station 4**: Recommend additional lighting around the employee parking lot. $50,000
- **Health/WIC Department---**Enclose all service counters in lobbies with safety glass/store fronts to separate employees from citizens $100,000. Add access control to hallway restrooms for additional security and maintenance $4,000.
- **Athletic Complex** Large Parking lot between Soccer and Baseball Fields: Recommend speed bumps throughout driving lanes to prevent vehicles from speeding and driving carelessly. $90,000

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

- **Athletic Complex Main Building and Garage**: Rubber or concrete speed bumps on both $20,000

- **Athletic Complex Main Building and Garage**: Disabled parking spaces need concrete or rubber parking stops in spaces. Sidewalk is raised but flattens out near disabled spaces, creating a hazard if a vehicle accidentally accelerates forward into building $5,000

- **Golf Course Club House**-The metal handrail outside the main door is in disrepair and parts of it are rusted away. $2,000

- **History and Mineral Museum**: Recommend installing speed bumps in front of the building to slow down vehicle traffic $30,000

- **Public Works** Has old Speco camera system with 9 cameras ($13,500 total)
  - Upgrade system to DW server, use existing cameras - $3,500
  - Add 3 outdoor cameras = $2,400
  - Add 2 panic buttons in office = $1,600
  - Add 2 walk gates to city Axiom system = $6,000

- **Airport**: Recommend a retractable or mobile barrier system for ticket counter and baggage scanner area when not occupied and no employees are around. $10,000

- **Fire Station 7**: Add additional exterior lighting $6,000.

Mid-Level Priority Items

- **Fire Station 1**: Recommend the addition of security cameras around the building. There is only one and it is above the public entrance. $3,500

    - DW server in court room – add 4 cameras - Outside NW looking east - Outside West looking east - Outside East looking north - Inside bay

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

- **Airport**: Recommend the addition of mobile laptops (MDT's) for Airport Police. Laptop cradles could be added to the Police office if laptops are acquired. $15,900

- **Airport:** Recommend additional cameras along the perimeter. $21,000 total
    - Feb 2025 TEC quoted upgrade to DW ($13,000)
    - Upgrade old analog cameras to HD $300 each
    - Add tower gate camera $2,500
    - Add employee parking camera $1,200
    - Add car wash and fuel pump cameras $4,000

- **Airport**: We were advised that the license plate reader camera at the main entrance road is not linked to any reader system or is outdated. This could be a potential location for a FLOCK camera. ($3,000/year)

- **Airport**: Recommend adding convex mirrors or a monitor to the northeast car rental exterior door. This is a blind exit area. $1,000

- **Fire Station 4**: Recommend installing bollards or boulders at the front of the building or close to the 34th St/S Main St. intersection to prevent vehicles hitting the building after running off the roadway or a crash $40,000.
    - Installation of privacy fence $20,000.

- **PWC** ($70,00 total)
    - Fence repairs $7,500.
    - Bollard installation $15,000.
    - Guard rail installation $30,000.
    - Lighting $15,000

- **Fire Station 5**: There were no security cameras for the station or the property. Installation of privacy fence $40,000.

- **Fire Station 5**: Lighting $5,000. There were no lights on the east side of the building. There were no lights on the north side of the building. That part of the property relies on the Zimmer Radio Group parking lot lights for lighting.

- **Fire Station 7**: $3,200. Has DW server with 4 cameras – Add 4 cameras
    - 1 inside dorm hallway
    - 1 outside the east front driveway
    - 1 outside south
    - 1 outside west
- **Fire Station 3**: $4,800
    - Has no camera system – install new system with 6 cameras
    - 4 outside (north, south, east, west)
    - 1 in the bay
    - 1 in the dorm hallway
- **Fire Station 5**: $4,000
    - Has no camera system --install new system with 4 cameras
    - 2 outside on SW corner
    - 1 outside on NE corner
    - 1 in the bay
- **Fire Station 6**: $6,000 Has old analog system that is dead – install new system with 8 cameras
    - 1 Inside entry
    - 1 Outside NW corner
    - 1 in dorm hallway
    - 1 in bay south
    - 1 in bay north
    - 1 at south door
    - 1 on south parking
    - 1 outside North driveway
- **Fire Station 5**: The installation of a privacy fence for the north, south and west sides of the property. Several issues with people running across the property. An employee's

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

vehicle was stolen from the parking lot in 2022. Trash and debris blow onto the property from the surrounding properties.$15,000

- **Fire Station 2**: $5,000
    - Has Hikvision IP system with 7 cameras that is dead
        - replace system with 8 cameras –
        - 1 north outside
        - 1 south entry
        - 1 dorm hallway
        - 1 Bay
        - 1 north door
        - 1 SW outside
        - 1 West outside
        - 1 east outside

- **Fire Station 2**: $1,000 There was no lighting on the east side of the building.

- **MAPS**---Exterior Windows $100,000

- **Joe Becker Stadium**:
    - Recommend adding lighting to all parking lots. Recommend adding lighting to the parking area to the north of the batting cages. $500,000
    - Damage to the chain link fence west of the batting cages.

- **Athletic Complex Main Building and Garage**: Security cameras. Recommend upgrading to better quality and add more cameras throughout the entire property. $4,000
    - 1 new in hallway
    - 2 new on shop/garage
    - 2 replacement inside lobby

- **Athletic Complex Softball Field Parking lot**: The large green utility box to the east of the disabled spaces is unprotected. Recommend installing bollards or large boulders to prevent a vehicle from accelerating into it $2,000

- **Athletic Complex Main Building and Garage**: Fencing could be installed around the 4 A/C units to prevent theft or vandalism $3,000

- **Athletic Complex Main Building and Garage**: Large propane tank on south side of buildings could use protective bollards around it $2,000

Non-monetary items

- **Airport:**
  - The door and elevator to the second floor were unsecured. It is recommended that access to the second floor should be restricted to employees only.
  - The second-floor storage room was unlocked. It is recommended that this door always stay locked when not in use.
  - We were advised there are times when people in the lobby wait for someone to exit the secure area doors and then hold the doors open and enter the secure area without being checked.

- **Athletic Complex Tennis Courts**: Tennis court light boxes were not able to be secured. Locking them in some way could prevent the cutting of wires.

- **Athletic Complex Large Parking lot between Soccer and Baseball Fields**: Vegetation in concrete islands could bloom and obstruct vision of other vehicles in the parking lot.

- **Athletic Complex Soccer Field area**:
  - Concrete sidewalks cracking and deterioration

- **Athletic Complex Main Building and Garage**
  - Recommend additional exterior lighting on all sides of the main building and garage. There were light boxes by each of the bathroom doors for the ballfields and soccer fields, but they were not activated. Unknown if they are inoperable or just not being used.
  - Unsecured exterior outlets around the buildings, invitation for homeless subjects to charge their devices. There was mention of an active homeless camp to the west, outside city limits

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

- At the west side of the garage, a parked and unoccupied city truck was found unlocked, window down and keys in ignition. Could easily be stolen
- Trim hedges along the north side of the building, especially the row on the west side of the stairs leading to the lower courts. It is recommended to trim them to 2 feet in height
- The tan breaker box on the north side of the garage was unsecured
- Sidewalks to ballfields and playgrounds are starting to crack and deteriorate

- **Athletic Complex Baseball Field**: T-ball field visitor dugout fence needs repaired. Falling in toward the bench

- **Athletic Complex Softball Field Parking lot**: Evergreen trees along the chain-link fences provide spots for criminals to hide and ambush citizens. Recommend trimming

- **Athletic Complex Softball Fields**:
  - Rock beds could be replaced with grass, rubber, or decorative surface. Potential of small children picking up rocks and throwing them
  - Parking spaces marked or something through the center of the parking lot to help indicate a row for parking spaces there
  - For the softball fields, if possible, replace the orange glow streetlights and building lights with bright white LEDs.

- **Athletic Complex Playground near baseball fields**:
  - Entrance gate to playground is in disrepair
  - Disabled parking space signs faded and need replaced
  - Disabled parking spaces

- **Fire Station 1:** Recommend keeping the truck bay doors shut when left unattended by employees. There have been incidents of civilians walking through and gaining access to the restricted areas. There have been thefts from employee vehicles and theft of bicycles. There has been damage to gates and the perimeter fence.

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

- **Fire Station 2**:
    - Lock the doors. The east and west exterior doors were both unsecured. We were able to pull them open easily.
    - Keys left in two exterior water spickets. Suggest removing and securing the keys when not in use.

- **Fire Station 3**: During the night survey, both front and rear truck bay doors were open and no firefighters were in the bay.

- **Fire Station 4**: We were advised there was no onsite employee access to the security cameras and the footage is only kept for 24 hours.

- **Fire Station 5**: The shed where the lawn mower and other items are stored was unlocked.

- **Fire Station 6:** The two sections of wood privacy fence were in disrepair.

- **Fire Station 7**: The shed where the lawn mower and other items are stored was unlocked.

- **Golf Course Clubhouse:**
    - The exterior outlets and water faucets were unsecured. Suggest locking them or installing covers when not in use to prevent unauthorized use.
    - The attached cart garage on the club house was open and unattended. A maintenance cart outside the garage was left unattended with the keys left in the ignition.

- **History and Mineral Museum**:
    - The plastic donation box in the Langston Hughes exhibit was not secured. The rear panel could be pulled up to open the box and take out the donation money
    - The 'No Admittance' door in the sports section was unlocked
    - One of the emergency lights above the woolly mammoth was hanging down from its box

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

- The display cases in the main entryway were not secured
- Secure or remove the exterior electrical outlets
- Secure the exterior water spigot if public use is prohibited

- **Public Works**: The pedestrian gates are always unsecured. It is recommended to secure them when not in use with a chain and combination lock or replace the electronic lock keypads.

Lower Priority Items, but still affect safety and security

- **Airport:**
  - Recommend clearing overgrown vegetation around the fencing and lots.
  - Recommend the installation of signs at the crosswalks advising no parking in crosswalks.

- **Athletic Complex Softball Fields**:
  - Replace signs numbering the fields. Signs were faded
  - Disabled parking spaces have signs but no markings. Recommend blue striping or blue rubber or concrete parking stops

- **Athletic Complex Large Parking lot between Soccer and Baseball Fields**: Disabled parking spaces aren't marked on asphalt near soccer fields or baseball fields

- **Athletic Complex Main Building and Garage:**
  - The driveway to the space between the main building and the garage could use maintenance
  - Parking lot could be resurfaced or parking spaces re-striped

- **Fire Station 1**:
  - There is a large crack in the exterior wall by the public entrance.
  - Recommend repainting the red fire lane curb on the west side of the building.

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

- **Fire Station 3**:
    - Minor disrepair in the roof on the west side
    - Northwest exterior door was unlocked. The north bay doors were open, but firefighters had been in and out for work and meal preparation.

- **Fire Station 4:**
    - The parking spaces in front of the public entrance door need restriped.
    - Recommend bollards or boulders around the large electric box near the employee lot drive.

- **Fire Station 5**:
    - It is recommended to repave and stripe the employee parking lot.
    - No entry/no public access signs are recommended to be added in front of the drive to the lot.
    - Do not block/no parking signs are recommended to be added in front of the bay doors drive.

- **Fire Station 6**:
    - Recommend installing signage directing citizens to public parking and entrance.
    - Recommend installing signage indicating authorized personnel only on light pole south of public parking lot entrance to prevent unwanted vehicles near FD personal vehicles
    - Recommend repaving and restriping all parking lots.

- **Fire Station 7**: Recommendation to add the red curb paint and no parking/fire lane wording.

- **Golf Course Clubhouse**
    - We were made aware that on some online maps, directions will take vehicular traffic inside the northeast gate and travel on the cart path. Suggestions include no access/no vehicle signage, removable bollards or a light chain that can be strung across the access point.

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

  - The trees and bushes on the south side were overgrown and blocking the lights and AC unit. Suggest trimming them.
  - The paint on the wood siding is chipping and in disrepair.
  - The disabled parking spot lines were faded. Suggest repainted and adding blue paint.

- **Golf Course Maintenance Building:** The building needs repair. Missing Roof shingles, damaged siding, broken windows, large brush pile and old building materials outside the building. Suggest removing all of it.

- **Golf Course Cart Storage Garage:**
  - There appeared to be only one camera on a light pole outside the garage.
  - Citizens sometimes mistake the main gate as an entrance for the recycling center. Recommend adding another sign to the gate that advises no access to recycle center and only entrance is on W A St.
  - Suggest installing concrete bollards around the large fuel tank to prevent crash damage.
  - Vegetation on the east side the garage is overgrown. Suggest removing or trimming it.
  - The AC, gas and utilities on the northeast side are protected by a short concrete curb. Suggest raising the curb or installing concrete bollards to increase protection.

- **History and Mineral Museum**:
  - Parking lot curb has faded paint
  - Peeling paint, loose or missing boards and tiles, hanging wires, ineffective and damaged guttering
  - Exhibit chains could be replaced with a short, light, decorative fence, making it harder for someone to enter the exhibit

- **Joe Becker Stadium**:
  - The parking lot west of the stadium could be resurfaced and striped for more efficient and controlled parking.

Police Department
303 E 3rd Street
Joplin, Missouri 64801
417-623-3131

  - The south parking lot could be resurfaced and striped for more efficient and controlled parking.
  - The disabled parking spaces in the south parking lot could be repainted.

- **MAPS**:
  - The vegetation around the Main St entrance needs to be trimmed to discourage people from going behind it and hiding.
  - The tree closest to the Main St sidewalk was hanging over the sidewalk. Recommend trimming it so it does not encroach into the designated walking space.
  - The light at the Main St side driveway was not on or not working.
  - Most of the windows appeared to be outdated and in need of minor repair or replacement.

- **Public Works**:
  - Recommend securing the tool lending library trailer with a hitch lock or chaining it to a solid immovable object.
  - Recommend trimming the overgrown vegetation along the west fence.

Conclusion

While the CPTED reports identified a lot of issues, and this report prioritized them in the best way possible, the most effective way to attempt to reduce crime and increase safety at these facilities would be for 100 percent of the issues to be addressed and or fixed, understanding time and financial resources and employee manpower is a factor.

Captain Trevor Duncan

CITY OF JOPLIN
FACILITIES SECURITY ITEM LISTING
5-Jan-26

FY Budget includes $400,000 CIST Building Maintenance

DESCRIPTION	EST AMOUNT	FUNDING SOURCE/ COMMENT	CATEGORY TOTAL
Relocate Community Police 1st Fl	$ 276,000		$ 276,000
HR Ceiling	$ 263,000		$ 263,000
Health/WIC Counter	$ 100,000		$ 100,000
City Hall Access Control	$ 16,000		
Health Access Control	$ 4,000		
Airport Barrier System	$ 10,000		$ 30,000
Fire Station #6 Bldg Lighting	$ 8,000		
Fire Station #6 Parking Lot Lights	$ 50,000		
Fire Station #4 Lighting	$ 50,000		
Fire Station #7 Lighting	$ 6,000		
Fire Station #5 Lighting	$ 5,000		
Fire Station #2 Lighting	$ 1,000		$ 120,000
Joe Becker Stadium Parking Lot Lighting	$ 500,000		$ 500,000
PW Upgrade Camera System	$ 13,500		
Fire Station #1 Cameras	$ 3,500		
Airport Cameras	$ 21,000		
Airport License Plate Reader	$ 3,000		
Fire Station #7 Cameras	$ 3,200		
Fire Station #3 Cameras	$ 4,800		
Fire Station #5 Cameras	$ 4,000		
Fire Station #6 Cameras	$ 6,000		
Fire Station #2 Cameras	$ 5,000		
Athl Comp Building & Garage Cameras	$ 4,000		$ 68,000
Athletic Complex Speed Bumps	$ 90,000	TST Expenditure	
Athletic Complex Speed Bumps	$ 20,000	TST Expenditure	
Museum Speed Bumps	$ 30,000	TST Expenditure	
Fire Station #4 Bollards	$ 40,000	TST Expenditure	$ 180,000
Airport Police MDT's	$ 15,900		$ 15,900
MAPS Exterior Window Replacement	$ 100,000		$ 100,000
Fire Station #4 Privacy Fence	$ 20,000		
Fire Station #5 Privacy Fence	$ 40,000		
Fire Station #5 Fencing	$ 15,000		$ 75,000
Grand Total	**$ 1,727,900**		**$ 1,727,900**

CITY OF JOPLIN
FACILITIES SECURITY ITEM LISTING
5-Jan-26

FY Budget includes $400,000 CIST Building Maintenance

DESCRIPTION	EST AMOUNT	FUNDING SOURCE/ COMMENT
Athletic Complex Parking Stops	$ 5,000	TST Maintenance
Athl Comp Softball Parking Bollards	$ 2,000	TST Maintenance
Athl Comp Building Parking Bollards	$ 2,000	TST Maintenance
Golf Clubhouse Handrail	$ 2,000	Golf Maintenance
Aiport Convex Mirrors	$ 1,000	Airport Maintenance
Athl Comp Building Fencing A/C Units	$ 3,000	Parks Maintenance
Grand Total	**$ 15,000**	

CITY OF JOPLIN
FACILITIES SECURITY ITEM LISTING
5-Jan-26

FY Budget includes $400,000 CIST Building Maintenance

DESCRIPTION		EST AMOUNT
PWC Lighting	$	15,000
PWC Bollards	$	15,000
PWC Fence Repairs	$	7,500
PWC Guardrail	$	30,000
Grand Total	**$**	**67,500**