RESOLUTION NO. 2021-002

A RESOLUTION adopting a Compensation Philosophy to be used as a guideline for decisions affecting employee compensation matters by the City Council, management, employees and the citizens.

WHEREAS, the City of Joplin has employees rendering valuable services; and,

WHEREAS, overall employee compensation is important in recruiting and retaining quality employees to provide outstanding services to citizens and visitors to our community; and,

WHEREAS, the City of Joplin completed a market compensation study in the fall of 2020 as one step in improving recruitment and retention of quality employees; and,

WHEREAS, adopting a Compensation Philosophy is another step in providing the framework for maintaining the recruitment and retention of quality employees; and,

WHEREAS, the City Council of Joplin, Missouri desires to adopt this Compensation Philosophy to provide said framework.

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF JOPLIN, MISSOURI, as follows:

Section 1. That the attached City of Joplin Compensation Philosophy is hereby established and will be followed in decisions affecting employee compensation matters; and,

Section 2. That the City Manager shall follow this philosophy as part of the annual budget process and, as such, will outline any recommended employee compensation adjustments; and,

Section 3. That the City Council may amend the Compensation Philosophy at any time by a majority action of the Council.

Section 4. That this Resolution shall be in full force and effect from and after the date of its passage and approval.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the City of Joplin, Missouri to be affixed this 4th day of January 2021.

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Ryan D. Stanley, Mayor

ATTEST:

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Barbara J. Gollhofer, City Clerk