CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Resolution 2021-002 – Adopting a Compensation Philosophy for the City of Joplin

MEETING DATE
January 4, 2021

ORIGINATING DEPT
Finance/Fire

ATTACHMENTS
Resolution 2021-002; Compensation Philosophy

REVIEWED BY
Department Head: Leslie Haase; Fire Chief: Jimmy Furgerson; Human Resources Director: Dave Allgood; City Attorney: Peter Edwards; City Manager: Nick Edwards

SUMMARY
This Resolution adopts a Compensation Philosophy to be used as a guideline for decisions affecting employee compensation matters by the City Council, management, employees and the citizens.

BACKGROUND
During 2019 and 2020, many steps were taken to help improve the recruitment and retention of quality city employees. In 2019, the voters approved Proposition "B" to fund and close the policemen's and firemen's pension plan and transition certain public safety employees to LAGERS. In the fall of 2020, a market compensation study was completed that resulted in an adjustment of 9% to the overall Salary Administration Plan. These are some steps that have already been taken to help improve employee recruitment and retention.

Another step in improving and maintaining overall market compensation for City employees is to develop and adopt a Compensation Philosophy. The City Manager formed an internal work team lead by Jimmy Furgerson to develop this philosophy. The team worked diligently to develop the document and presented it to Management Team, as well as Supervisors. The Philosophy is meant to provide a broad framework or guiding light for all to use to help navigate decisions affecting employee compensation.

The philosophy reflects the important role public employees play in providing services, as well as attracting and retaining businesses and visitors to our community. The document helps to establish the commitment and necessity to maintain market competitive pay for city employees. Pay, as detailed in the philosophy, is broken up into three main components:

- Movement through each pay grade within the Salary Administration Plan
- Maintenance of the overall Salary Administration Plan
- Placement of positions within the Salary Administration Plan

As outlined in the philosophy, compensation adjustments will be recommended by the City Manager, but are subject to available resources and annual appropriation by the City Council.

RECOMMENDATION

Staff recommends approval of this resolution.