CITY OF JOPLIN
SALARY MARKET ANALYSIS COMPARISON-LOCAL PEERS
MARCH 2020 AND APRIL 2021

2020 DATA:		City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Local Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**
Administrative Support				
Court Assistant I	5	91%	90%	95%
Senior Clerk	3	86%	84%	83%
Administrative Support Overall		**89%**	**87%**	**89%**
Drivers, Fleet Mechanics and Support				
Automotive Mechanic I	3	106%	103%	102%
Drivers, Fleet Mechanics and Support Overall		**106%**	**103%**	**102%**
Finance, Human Resources, Legal & Administration				
Accounting Specialist	4	121%	118%	117%
Finance, Human Resources, Legal & Administration Overall		**121%**	**118%**	**117%**
Information Technology				
Network Manager	3	118%	116%	114%
Information Technology Overall		**118%**	**116%**	**114%**
Leadership				
Director of Parks & Recreation	4	125%	125%	143%
Fire Chief	4	131%	130%	139%
Police Chief	5	137%	137%	142%
Director of Public Works	4	136%	137%	150%
Leadership Overall		**132%**	**132%**	**144%**
Maintenance and Trades				
Custodian	5	98%	99%	102%
Laborer I	3	98%	103%	107%
Parks Caretaker	3	93%	93%	93%
Equipment Operator	3	95%	95%	95%
Maintenance and Trades Overall		**96%**	**98%**	**99%**

2021 DATA:		City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Local Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**
Administrative Support				
Court Assistant I	5	103%	97%	100%
Administrative Assistant*	3	91%	86%	83%
Administrative Support Overall		**97%**	**92%**	**91%**
Drivers, Fleet Mechanics and Support				
Automotive Mechanic I	3	113%	108%	105%
Drivers, Fleet Mechanics and Support Overall		**113%**	**108%**	**105%**
Finance, Human Resources, Legal & Administration				
Accounting Specialist	4	128%	124%	121%
Finance, Human Resources, Legal & Administration Overall		**128%**	**124%**	**121%**
Information Technology				
Network Manager	3	114%	111%	110%
Information Technology Overall		**114%**	**111%**	**110%**
Leadership				
Director of Parks & Recreation	4	127%	131%	133%
Fire Chief	4	127%	126%	134%
Police Chief	5	136%	134%	142%
Director of Public Works	4	139%	142%	145%
Leadership Overall		**132%**	**133%**	**138%**
Maintenance and Trades				
Custodian	5	101%	99%	101%
Laborer I	3	103%	106%	108%
Parks Caretaker	3	98%	96%	95%
Equipment Operator	3	104%	93%	100%
Maintenance and Trades Overall		**101%**	**98%**	**101%**

CITY OF JOPLIN
SALARY MARKET ANALYSIS COMPARISON-LOCAL PEERS
MARCH 2020 AND APRIL 2021

2020 DATA:		City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Local Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**
Public Health				
Animal Control Officer	4	95%	93%	103%
Public Health Overall		**95%**	**93%**	**103%**
Public Safety - Fire				
Firefighter/EMT	4	97%	101%	111%
Fire Captain	4	97%	106%	121%
Fire Battalion Chief	3	121%	116%	127%
Public Safety - Fire Overall		**105%**	**107%**	**120%**
Public Safety - Police				
Police Officer	5	111%	114%	117%
Police Sergeant	5	113%	116%	119%
Police Captain	3	124%	120%	118%
Public Safety - Police Overall		**116%**	**117%**	**118%**
Public Safety Support and Security - Police				
Public Safety Communications Operator (911)	3	109%	108%	108%
Public Safety Support and Security - Police Overall		**109%**	**108%**	**108%**

2021 DATA:		City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Local Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**
Public Health				
Animal Control Officer	4	80%	84%	93%
Public Health Overall		**80%**	**84%**	**93%**
Public Safety - Fire				
Firefighter/EMT	4	112%	115%	117%
Fire Captain	4	114%	118%	121%
Fire Battalion Chief	3	126%	129%	131%
Public Safety - Fire Overall		**117%**	**120%**	**123%**
Public Safety - Police				
Police Officer	5	114%	117%	119%
Police Sergeant	5	114%	118%	121%
Police Captain	3	122%	117%	115%
Public Safety - Police Overall		**117%**	**118%**	**118%**
Public Safety Support and Security - Police				
Public Safety Communications Operator (911)	3	115%	113%	111%
Public Safety Support and Security - Police Overall		**115%**	**113%**	**111%**

*Title changed from Senior Clerk to Administrative Assistant.
The City of Carl Junction was dropped from the 2021 local peer data due to the low number of position matches.
Figures shown in red are below market (less than 100% of the market average as defined in Compensation Pay Philosophy)
Figures shown in blue are above market (more than 100% of the market average as defined in Compensation Pay Philosophy)
Benchmark positions that did not have at least three matches in the applicable market(s) are not included, as there is insufficient market data from which to draw conclusions.
There are 21 local matches of 48 positions surveyed.
Local benchmark entities are (1) Carthage; (2) Neosho; (3) Pittsburg, KS; (4) Webb City; and (5) Jasper County

CITY OF JOPLIN
SALARY MARKET ANALYSIS COMPARISON-LOCAL PEERS
MARCH 2020 AND APRIL 2021

2020 DATA:

BENCHMARK TITLE	No. of Local Matches	City of Joplin Pay Ranges as a Percent of the Market Average: Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum

2021 DATA:

BENCHMARK TITLE	No. of Local Matches	City of Joplin Pay Ranges as a Percent of the Market Average: Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum

Average of Overalls	2020	2021
	110%	113%

	2020	2021
Below Local Market	9	3
At/Above Local Market	12	18

CITY OF JOPLIN
SALARY MARKET ANALYSIS COMPARISON-REGIONAL PEERS
MARCH 2020 AND APRIL 2021

2020 DATA:		City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Regional Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**
Administrative Support				
Court Assistant I	6	77%	76%	75%
Senior Clerk	5	74%	73%	77%
Administrative Support Overall		**76%**	**74%**	**76%**
Aviation				
Airport Operations Worker	3	78%	77%	77%
Airport Manager	3	73%	75%	76%
Aviation Overall		**76%**	**76%**	**76%**
Code Enforcement, Planning, Inspection & Recycling				
Construction Inspector	7	85%	83%	83%
Planner	5	85%	85%	84%
Chief Building Official	7	88%	87%	87%
Code Enforcement, Planning, Inspection & Recycling Overall		**86%**	**85%**	**84%**
Drivers, Fleet Mechanics and Support				
Transit Driver II	3	84%	82%	81%
Automotive Mechanic I	6	78%	78%	78%
Drivers, Fleet Mechanics and Support Overall		**81%**	**80%**	**80%**
Engineering and Engineering Support				
Engineering Technician	5	85%	84%	84%
Civil Engineer I	7	88%	87%	86%
Engineering and Engineering Support Overall		**86%**	**86%**	**85%**
Finance, Human Resources, Legal & Administration				
Human Resources Assistant	6	73%	71%	70%
Accounting Specialist	6	92%	90%	89%
Public Information Officer	3	82%	83%	83%

2021 DATA:		City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Regional Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**
Administrative Support				
Court Assistant I	6	86%	81%	79%
Administrative Assistant*	5	80%	76%	74%
Administrative Support Overall		**83%**	**79%**	**76%**
Aviation				
Airport Operations Worker	3	79%	79%	79%
Airport Manager	3	87%	88%	88%
Aviation Overall		**83%**	**83%**	**84%**
Code Enforcement, Planning, Inspection & Recycling				
Construction Inspector	7	91%	86%	84%
Planner	5	92%	86%	83%
Chief Building Official	7	91%	88%	86%
Code Enforcement, Planning, Inspection & Recycling Overall		**91%**	**87%**	**84%**
Drivers, Fleet Mechanics and Support				
Transit Driver II	3	89%	86%	84%
Automotive Mechanic I	6	84%	81%	79%
Drivers, Fleet Mechanics and Support Overall		**87%**	**84%**	**82%**
Engineering and Engineering Support				
Engineering Technician	5	85%	83%	82%
Civil Engineer I	7	91%	87%	85%
Engineering and Engineering Support Overall		**88%**	**85%**	**84%**
Finance, Human Resources, Legal & Administration				
Human Resources Assistant	6	77%	75%	73%
Accounting Specialist	6	99%	93%	89%
Public Information Officer	3	81%	81%	81%

CITY OF JOPLIN
SALARY MARKET ANALYSIS COMPARISON-REGIONAL PEERS
MARCH 2020 AND APRIL 2021

2020 DATA:		City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Regional Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**
Financial Analyst	6	97%	97%	97%
Assistant City Attorney	3	91%	90%	89%
Finance, Human Resources, Legal & Administration Overall		**87%**	**86%**	**86%**
Information Technology				
IT Analyst	6	91%	89%	88%
Network Manager	6	92%	92%	92%
Information Technology Overall		**92%**	**91%**	**90%**
Leadership				
Human Resources Director	7	79%	78%	78%
Director of Parks & Recreation	7	81%	80%	77%
Fire Chief	7	86%	85%	84%
Police Chief	7	85%	84%	81%
Director of Public Works	6	87%	86%	84%
Leadership Overall		**84%**	**83%**	**81%**
Maintenance and Trades				
Custodian	5	82%	82%	82%
Laborer I	6	81%	80%	79%
Parks Caretaker	5	85%	84%	83%
Equipment Operator	6	79%	80%	80%
Traffic Signal Technician	6	86%	85%	85%
Park Maintenance Superintendent	7	79%	79%	79%
Maintenance and Trades Overall		**82%**	**82%**	**81%**
Plant Operation				
Wastewater Plant Operator	7	99%	97%	96%
Wastewater Plant Technician	5	93%	93%	92%

2021 DATA:		City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Regional Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**
Financial Analyst	6	108%	104%	102%
Assistant City Attorney	3	98%	100%	101%
Finance, Human Resources, Legal & Administration Overall		**93%**	**90%**	**89%**
Information Technology				
IT Analyst	6	99%	93%	90%
Network Manager	6	97%	94%	92%
Information Technology Overall		**98%**	**93%**	**91%**
Leadership				
Human Resources Director	7	87%	84%	83%
Director of Parks & Recreation	7	84%	83%	81%
Fire Chief	7	89%	88%	87%
Police Chief	7	88%	87%	85%
Director of Public Works	6	94%	93%	91%
Leadership Overall		**88%**	**87%**	**85%**
Maintenance and Trades				
Custodian	5	89%	85%	83%
Laborer I	6	85%	81%	78%
Parks Caretaker	5	92%	86%	83%
Equipment Operator	6	84%	74%	78%
Traffic Signal Technician	6	93%	88%	86%
Park Maintenance Superintendent	7	87%	84%	82%
Maintenance and Trades Overall		**88%**	**83%**	**82%**
Plant Operation				
Wastewater Plant Operator	7	101%	96%	92%
Wastewater Plant Technician	5	94%	93%	92%

CITY OF JOPLIN
SALARY MARKET ANALYSIS COMPARISON-REGIONAL PEERS
MARCH 2020 AND APRIL 2021

2020 DATA: BENCHMARK TITLE	No. of Regional Matches	City of Joplin Pay Ranges as a Percent of the Market Average: Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Plant Operation Overall		96%	95%	94%
Recreation				
Recreation Coordinator	4	72%	70%	69%
Recreation Manager	6	78%	77%	76%
Recreation Overall		**75%**	**74%**	**73%**
Public Health				
Animal Control Officer	7	88%	86%	86%
Environmental Health Specialist II	3	86%	86%	85%
Public Health Overall		**87%**	**86%**	**85%**
Public Safety - Fire				
Firefighter/EMT	7	83%	85%	86%
Fire Captain	7	79%	82%	85%
Fire Battalion Chief	5	79%	81%	83%
Fire Marshal	7	86%	85%	85%
Public Safety - Fire Overall		**82%**	**83%**	**84%**
Public Safety - Police				
Police Officer	7	87%	87%	86%
Police Sergeant	7	80%	83%	86%
Police Captain	6	74%	79%	83%
Public Safety - Police Overall		**80%**	**83%**	**85%**
Public Safety Support and Security - Police				
Public Safety Communications Operator (911)	7	91%	89%	87%
Public Safety Support and Security - Police Overall		**91%**	**89%**	**87%**

2021 DATA: BENCHMARK TITLE	No. of Regional Matches	City of Joplin Pay Ranges as a Percent of the Market Average: Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Plant Operation Overall		97%	94%	92%
Recreation				
Recreation Coordinator	4	77%	71%	67%
Recreation Manager	6	78%	77%	76%
Recreation Overall		**78%**	**74%**	**72%**
Public Health				
Animal Control Officer	7	87%	83%	80%
Environmental Health Specialist II	2	Insufficient Data	Insufficient Data	Insufficient Data
Public Health Overall		**87%**	**83%**	**80%**
Public Safety - Fire				
Firefighter/EMT	7	88%	88%	88%
Fire Captain	7	85%	89%	91%
Fire Battalion Chief	5	85%	88%	90%
Fire Marshal	7	93%	90%	88%
Public Safety - Fire Overall		**88%**	**89%**	**89%**
Public Safety - Police				
Police Officer	7	93%	89%	87%
Police Sergeant	7	77%	79%	80%
Police Captain	6	79%	84%	88%
Public Safety - Police Overall		**83%**	**84%**	**85%**
Public Safety Support and Security - Police				
Public Safety Communications Operator (911)	7	89%	85%	83%
Public Safety Support and Security - Police Overall		**89%**	**85%**	**83%**

CITY OF JOPLIN
SALARY MARKET ANALYSIS COMPARISON-REGIONAL PEERS
MARCH 2020 AND APRIL 2021

2020 DATA:		City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Regional Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**

2021 DATA:		City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Regional Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**

*Title changed from Senior Clerk to Administrative Assistant.
Figures shown in red are below market (less than 90% of the market average as defined in Compensation Pay Philosophy)
Figures shown in blue are above market (more than 90% of the market average as defined in Compensation Pay Philosophy)
Benchmark positions that did not have at least three matches in the applicable market(s) are not included, as there is insufficient market data from which to draw conclusions.
There are 43 regional matches of 48 positions surveyed in 2020 and 42 regional matches of 48 positions surveyed in 2021.
Regional benchmark cities are (1) Bentonville, AR; (2) Branson; (3) Jefferson City; (4) Liberty; (5) Springfield; (6) St Joseph; and (7) Fort Smith, AR

Average of Overalls	2020	2021
	84%	88%

	2020	2021
Below Local Market	35	26
At/Above Local Market	8	16

CITY OF JOPLIN
SALARY MARKET ANALYSIS COMPARISON-ALL PEERS
MARCH 2020 AND APRIL 2021

2020 DATA:				City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Local Matches**	**No. of Regional Matches**	**No. of Total Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**
Administrative Support						
Court Assistant I	5	6	11	83%	81%	83%
Senior Clerk	3	5	8	79%	77%	79%
Administrative Support Overall				**81%**	**79%**	**81%**
Drivers, Fleet Mechanics and Support						
Automotive Mechanic I	3	6	9	86%	85%	85%
Drivers, Fleet Mechanics and Support Overall				**86%**	**85%**	**85%**
Finance, Human Resources, Legal & Administration						
Accounting Specialist	4	6	10	102%	100%	98%
Finance, Human Resources, Legal & Administration Overall				**102%**	**100%**	**98%**
Information Technology						
Network Manager	3	6	9	99%	99%	98%
Information Technology Overall				**99%**	**99%**	**98%**
Leadership						
Director of Parks & Recreation	4	7	11	92%	91%	92%
Fire Chief	4	7	11	97%	96%	98%
Police Chief	5	7	12	101%	100%	99%
Director of Public Works	4	6	10	101%	100%	102%
Leadership Overall				**98%**	**97%**	**98%**
Maintenance and Trades						
Custodian	5	5	10	89%	89%	91%
Laborer I	3	6	9	86%	86%	87%
Parks Caretaker	3	5	8	88%	87%	86%
Equipment Operator	3	6	9	84%	84%	84%
Maintenance and Trades Overall				**87%**	**87%**	**87%**
Public Health						
Animal Control Officer	4	7	11	89%	88%	91%
Public Health Overall				**89%**	**88%**	**91%**

2021 DATA:				City of Joplin Pay Ranges as a Percent of the Market Average		
BENCHMARK TITLE	**No. of Local Matches**	**No. of Regional Matches**	**No. of Total Matches**	**Pay Range Minimum**	**Pay Range Midpoint**	**Pay Range Maximum**
Administrative Support						
Court Assistant I	5	6	11	92%	87%	87%
Administrative Assistant*	3	5	8	84%	80%	77%
Administrative Support Overall				**88%**	**83%**	**82%**
Drivers, Fleet Mechanics and Support						
Automotive Mechanic I	3	6	9	92%	89%	86%
Drivers, Fleet Mechanics and Support Overall				**92%**	**89%**	**86%**
Finance, Human Resources, Legal & Administration						
Accounting Specialist	4	6	10	109%	103%	100%
Finance, Human Resources, Legal & Administration Overall				**109%**	**103%**	**100%**
Information Technology						
Network Manager	3	6	9	102%	91%	97%
Information Technology Overall				**102%**	**91%**	**97%**
Leadership						
Director of Parks & Recreation	4	7	11	97%	97%	94%
Fire Chief	4	7	11	99%	98%	100%
Police Chief	5	7	12	102%	101%	102%
Director of Public Works	4	6	10	110%	110%	107%
Leadership Overall				**102%**	**102%**	**101%**
Maintenance and Trades						
Custodian	5	5	10	86%	83%	84%
Laborer I	3	6	9	90%	88%	86%
Parks Caretaker	3	5	8	94%	90%	87%
Equipment Operator	3	6	9	90%	79%	84%
Maintenance and Trades Overall				**90%**	**85%**	**85%**
Public Health						
Animal Control Officer	4	7	11	85%	83%	84%
Public Health Overall				**85%**	**83%**	**84%**

CITY OF JOPLIN
SALARY MARKET ANALYSIS COMPARISON-ALL PEERS
MARCH 2020 AND APRIL 2021

2020 DATA: BENCHMARK TITLE	No. of Local Matches	No. of Regional Matches	No. of Total Matches	City of Joplin Pay Ranges as a Percent of the Market Average: Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Safety - Fire						
Firefighter/EMT	4	7	11	87%	89%	94%
Fire Captain	4	7	11	84%	88%	95%
Fire Battalion Chief	3	5	8	88%	89%	95%
Public Safety - Fire Overall				**86%**	**89%**	**95%**
Public Safety - Police						
Police Officer	5	7	12	96%	96%	97%
Police Sergeant	5	7	12	91%	95%	97%
Police Captain	3	6	9	86%	90%	92%
Public Safety - Police Overall				**91%**	**93%**	**95%**
Public Safety Support and Security - Police						
Public Safety Communications Operator (911)	3	7	10	96%	94%	92%
Public Safety Support and Security - Police Overall				**96%**	**94%**	**92%**

2021 DATA: BENCHMARK TITLE	No. of Local Matches	No. of Regional Matches	No. of Total Matches	City of Joplin Pay Ranges as a Percent of the Market Average: Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Safety - Fire						
Firefighter/EMT	4	7	11	95%	96%	97%
Fire Captain	4	7	11	94%	97%	100%
Fire Battalion Chief	3	5	8	97%	100%	102%
Public Safety - Fire Overall				**95%**	**98%**	**99%**
Public Safety - Police						
Police Officer	5	7	12	101%	99%	98%
Police Sergeant	5	7	12	87%	89%	90%
Police Captain	3	6	9	90%	93%	95%
Public Safety - Police Overall				**92%**	**94%**	**95%**
Public Safety Support and Security - Police						
Public Safety Communications Operator (911)	3	7	10	93%	90%	88%
Public Safety Support and Security - Police Overall				**93%**	**90%**	**88%**

*Title changed from Senior Clerk to Administrative Assistant.
The City of Carl Junction was dropped from the 2021 local peer data due to the low number of position matches.
Figures shown in red are below market (less than 95% of the market average as defined by the Compensation Pay Philosophy)
Figures shown in blue are above market (more than 95% of the market average as defined by the Compensation Pay Philosophy)
Benchmark positions that did not have at least three matches in the applicable market(s) are not included, as there is insufficient market data from which to draw conclusions.
There are 21 overall matches of 48 positions surveyed.

Average of Overalls	2020	2021
	91%	95%

	2020	2021
Below Local Market	14	12
At/Above Local Market	7	9

CITY OF JOPLIN
SALARY MARKET ANALYSIS COMPARISON-OVERALL
MARCH 2020 AND APRIL 2021

	CITY OF JOPLIN MARKET POSITION OVERVIEW		
PAY RANGE	LOCAL MARKET POSITION	REGIONAL MARKET POSITION	OVERALL MARKET POSITION
2020 Pay Range Minimum	110%	84%	91%
2021 Pay Range Minimum	113%	88%	95%
2020 Pay Range Midpoint	110%	83%	91%
2021 Pay Range Midpoint	113%	86%	93%
2020 Pay Range Maximum	115%	83%	92%
2021 Pay Range Maximum	115%	85%	93%