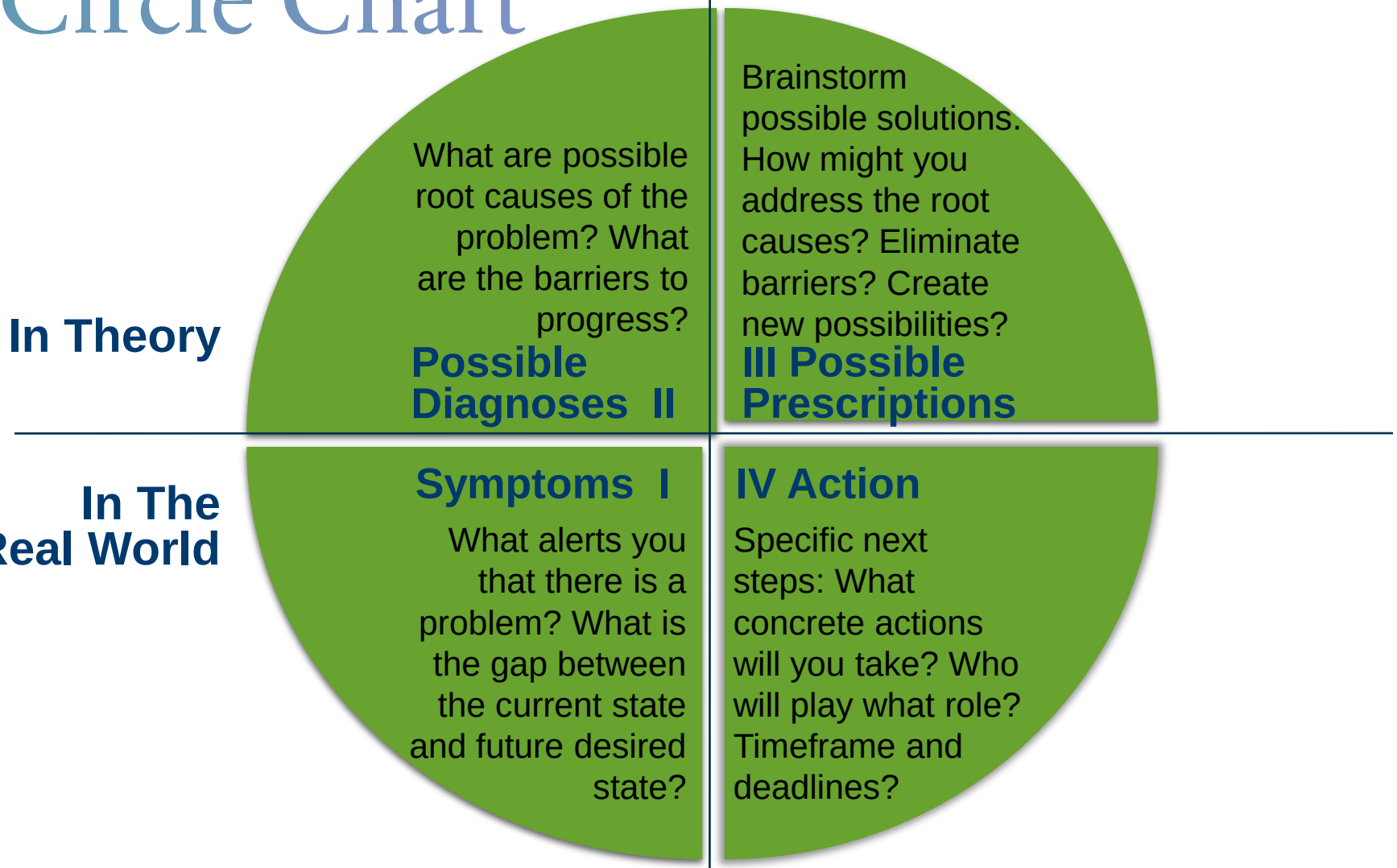
JOPLIN
MISSOURI

PUBLIC SAFETY NEEDS

- April 26, 2022

The Circle Chart



Symptoms/Problem: Attraction and Retention of Public Safety Personnel

- Possible Diagnosis:
  - Staffing and Workload
  - Quality of Life and Job Satisfaction
  - The old pension system
  - Compensation
  - Inability to financially keep up with growing needs

Symptoms/Problem: Attraction and Retention of Public Safety Personnel

- Possible Prescriptions:
  - Add additional staffing
  - Shift to more friendly schedules (PD)
  - Improve Recognition and Morale
  - Allow Public Safety Personnel to extend careers
  - Improve Compensation
  - Pursue need funding methods

Symptoms/Problem: Attraction and Retention of Public Safety Personnel

- Possible Actions/Solutions:
  - Add additional staffing
  - Shift to more friendly schedules (PD)
  - Improve Recognition and Morale
  - Allow Public Safety Personnel to extend careers
  - Improve Compensation
  - Pursue need funding methods

POLICE PAY PLAN SUMMARY

CURRENT PAY PLAN

GRADE	POSITION	BEG STEP	END STEP
166	Police Officer Trainee	$32,119	N/A
196	Police Officer	$37,789	$56,447
206	Police Corporal	$40,716	$60,072
316	Police Sergeant	$45,804	$69,041
346	Police Captain	$59,334	$88,319
366	Asst Chief	$60,911	$92,302
406	Police Chief	$78,343	$118,084

PROPOSED PAY PLAN

GRADE	POSITION	BEG STEP	END STEP
166	Police Officer Trainee	$37,789	$38,923
196	Police Officer	$47,789	$70,180
206	Police Corporal	$54,957	$80,707
316	Police Sergeant	$63,201	$95,597
346	Police Captain	$79,001	$119,496
366	Asst Police Chief	$86,901	$131,446
406	Police Chief	$95,591	$144,591

SUMMARY OF POLICE PAY PLAN PROVISIONS

- $10,000 Beginning Wage Increase for Police Officer over Current Starting Pay (Provisions for Trainee Different)
- 3% Between Steps with 14 or 15 Steps
- 10%, 15% or 25% Between Grades with 47% or 51% Across Grades
- Placement within new Pay Plan will be on Step corresponding to number of years in Current Position with no less than at least a 10% Pay Increase

FIRE PAY PLAN SUMMARY

CURRENT PAY PLAN

GRADE	POSITION	BEG STEP	END STEP
162	Firefighter Trainee	$32,471	N/A
172	Firefighter/EMT	$34,178	$50,302
192	Fire Driver/Engineer	$38,051	$55,356
312	Fire Captain	$45,993	$69,043
342	Battalion Chief Fire Marshal Fire Training Chief	$55,426	$79,924
362	Deputy Fire Chief	$63,292	$89,382
402	Fire Chief	$79,377	$118,084

PROPOSED PAY PLAN

GRADE	POSITION	BEG STEP	END STEP
162	Firefighter Trainee	$34,178	$35,203
172	Firefighter/EMT	$44,178	$64,877
192	Fire Driver/Engineer	$50,805	$74,608
312	Fire Captain	$58,425	$88,374
342	Battalion Chief Fire Marshal Fire Training Chief	$67,189	$101,630
362	Deputy Fire Chief	$77,268	$116,874
402	Fire Chief	$88,858	$134,405

SUMMARY OF FIRE PAY PLAN PROVISIONS

- $10,000 Beginning Wage Increase for Firefighter/EMT over Current Starting Pay (Provisions for Trainee Different)
- 3% Between Steps with 14 or 15 Steps
- 15% Between Grades with 47% or 51% Across Grades
- Placement within new Pay Plan will be on Step corresponding to number of years in Current Position with no less than a 10% Pay Increase

ANTICIPATED UNFUNDED EXPENDITURES

POLICE DEPARTMENT NEEDS:

Additional Police Staffing	$2,200,000

- Up to 22 Officers

Additional Support Staffing	$155,000

- Up to 3 Positions-Dispatch, Court, etc.

Re-hire Tier 1 at same level	$695,000
Est Cost of Step Plan	$1,850,000
Grand Total	$4,900,000

ANTICIPATED UNFUNDED EXPENDITURES

FIRE DEPARTMENT NEEDS:

Additional Fire Staffing	$1,700,000

- Up to 15 for Additional Station, 3 for Station 6, Deputy Fire Marshal
- Doesn't Include Fire Station and Apparatus

Re-hire Tier 1 at same level	$395,000
Est Cost Similar Step Plan	$1,715,000
Grand Total	$3,810,000

USE TAX FUNDING FOR IMPROVEMENTS

- The annual use tax is estimated to generate $3.7 million ($170,000 in April)
- The annual amount is split between the current six sales taxes based upon the percentage of each tax

PROJECTED USE TAX BREAKDOWN	AMOUNT
~~1% General~~	~~$1,184,000~~
~~½% General for Pension~~	~~$592,000~~
½% General for Public Safety	**$592,000**
~~¼% Parks/Stormwater~~	~~$296,000~~
~~½% Transportation~~	~~$592,000~~
~~3/8% Capital Improvement~~	~~$444,000~~
ESTIMATED TOTAL USE TAX	**$3,700,000**

SUMMARY OF RESOURCES VS. NEEDS

DESCRIPTION	AMOUNT
Estimated Available Resources	$350,000*
*Based on Current Collections	
Estimated Combined Public Safety Needs	$8,710,000
FUNDING GAP	**($8,360,000)**

Property Tax

- With voter approval, City can assess up to $1.00 in real and personal property tax

PROPERTY TAX	ASSESSED VALUATION	PROPERTY TAX RATE	ESTIMATED REVENUE
Real	$720,924,875	$1.00	$6,900,000
Personal	$221,960,494	$1.00	$2,100,000
GRAND TOTAL			$9,000,000

OTHER CITY TAX COMPARISON

PROPERTY TAX

CITY	REAL ESTATE RATE	PERSONAL PROPERTY RATE	GENERAL PROPERTY RATE	TOTAL PROPERTY TAX BUDGET
Joplin	$0.1746	$0.00	$0.00	$1,530,600
Columbia	$0.4032	$0.4032	$0.4032	$9,864,737
Springfield	$0.6196	$0.6196	$0.6196	$23,196,862
Blue Springs	$0.6366	$0.6366	$0.5759	$7,107,588
St Joseph	$1.2679	$1.2679	$0.67	$21,941,400
Grandview	$1.2866	$1.2866	$0.8095	$4,793,000
Lee's Summit	$1.4563	$1.4563	$0.9384	$43,600,000

SALES TAX

CITY	CITY SALES TAX RATE	GENERAL SALES TAX RATE	TOTAL SALES TAX BUDGET
Columbia	2.00%	1.00%	$49,978,656
Springfield	2.125%	1.00%	$129,934,973
Lee's Summit	2.25%	1.00%	$47,500,000
Blue Springs	2.50%	1.00%	$22,449,846
Grandview	3.00%	1.00%	$8,739,000
Joplin	3.125%	2.00%	$48,212,500
St Joseph	3.375%	1.50%	$42,330,000

PROPERTY TAX LEVY CALCULATION

APPRAISED VALUE OF RESIDENCE (A)	ASSESSMENT RATIO FOR RESIDENTIAL (B)	PER $100 OF ASSESSED VALUATION (C)	PROPERTY TAX RATE (D)	TAX LIABILITY PER YEAR (A X B)/C X D
$150,000	19%	$100	$1.00	$285.00

APPRAISED VALUE OF PERSONAL PROPERTY (A)	ASSESSMENT RATIO FOR PERSONAL (B)	PER $100 OF ASSESSED VALUATION (C)	PROPERTY TAX RATE (D)	TAX LIABILITY PER YEAR (A X B)/C X D
$30,000	33%	$100	$1.00	$100.00

ANNUAL COST	$385.00
MONTHLY AMOUNT	$32.08

PUBLIC SAFETY FUNDING NEEDS

- Questions?