CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2026-614 Approving the revised Employee Promotion Policy (Rules and Regulations – Employee Handbook). .

MEETING DATE
June 1, 2026

ORIGINATING DEPT
Human Resources

ATTACHMENTS
CB 2026-614- Ordinance; Exhibit "A" revised Employee Promotion Policy

REVIEWED BY
Department Head: Michelle Ducre; Finance Director: Leslie Haase; City Attorney: Peter Edwards; City Manager: Nick Edwards

SUMMARY
This Council Bill approves the revision of the Employee Promotion Policy, effective June 16, 2026.

BACKGROUND
As part of the City's continued efforts to address compression between Managers and those they supervise, the attached policy provides for at least a 15% pay increase for promotion to positions in pay grades N24 and above. Should the promotional pay rate fall below the base rate pay of a direct subordinate, the newly promoted employee will be moved to the next closest step within the new pay grade that is above the employee they supervise.

FUNDING SOURCE
The promotions will be funded through the applicable department and division for the position.

RECOMMENDATION
Staff recommends approval of this council bill on first reading..