EXHIBIT A

POLICY: Performance and Promotion Process

Joplin provides employees with promotions, when feasible, based on merit and qualifications. All employees must complete an application to be considered for promotion.

When considering granting promotions, the City will factor in relevant experience, education, consistent past performance, and demonstrated capability in meeting the new position's requirements.

A promotion occurs when an employee moves to a position that is in a pay grade higher than the pay grade of the current position held by that employee. Upon promotion to any position other than those in pay grades N24 and above, an employee shall receive at least a ten percent (10%) pay increase that falls within the new position's pay grade. The employee shall be placed on the closest step in the new pay grade that grants a ten percent (10%) pay increase.

Upon promotion to position in pay grades N24 and above, an employee shall receive at least a fifteen percent (15%) pay increase that falls within the new position's pay grade. The employee shall be placed on the closest step in the new pay grade that grants at least a fifteen percent (15%) pay increase. If, after the fifteen percent (15%) pay increase, the pay rate of the newly promoted role is less than the base pay rate of any direct subordinate, the promoted employee will move to the closest step in the new pay grade above the base pay rate of such direct subordinate.

A promotion shall not cause a change in the employee's anniversary date. An employee is expected to remain in a position for at least six (6) months prior to seeking other promotional opportunities.

This policy does not supersede or replace the terms contained within the collective bargaining agreements with the Fraternal Order of Police or International Association of Firefighters.

Original Policy Adopted by Council May 2023
Proposed Revision June 1, 2026