COUNCIL BILL NO. 2026-614 ORDINANCE NO.

AN ORDINANCE approving the revised Employee Promotion Policy and setting a date when this Ordinance shall become effective.

WHEREAS, new hires or subordinate employees who are paid near or above the same rate as more experienced employees who are their supervisors—demoralizes staff, reduces productivity, and creates high turnover risk; and

WHEREAS, the City remains committed to addressing pay compression as part of the 2023 Pay Equity recommendations by AGH, that are crucial for maintaining internal equity, aligning employee compensation with market rates, and fostering a culture of trust and transparency; and

WHEREAS, failing to address this issue has led to costly turnover and the loss of institutional knowledge; and

WHEREAS, proactively adjusting salaries for tenured employees, including supervisors, enhances morale and strengthens employee engagement; and

WHEREAS, employees who are being promoted to Assistant Director or Director level positions in pay grades N24 and above will receive at least a 15% pay increase; and should the promotional rate fall at or below the base pay rate of any direct subordinate of those roles, the new pay rate will move to the closest step in the new pay grade that is above the direct subordinate's pay rate.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF JOPLIN, MISSOURI, as follows:

Section 1. That approval of the revised Employee Promotion Policy being attached hereto and incorporated herein as Exhibit A is hereby approved.

Section 2. That the City Manager of the City of Joplin, Missouri, is hereby authorized to adopt and implement the attached Policy for and on behalf of the City of Joplin.

Section 3. This Council Bill shall be effective June16, 2026.

PASSED BY THE COUNCIL OF THE CITY OF JOPLIN, MISSOURI, this _____ day of June, 2026, by a vote of _____..

_____
Brian "Rob" O'Brian III, Mayor

ATTEST:

_____

Holly Nagy, City Clerk

APPROVED AS TO FORM:

_____

Peter C. Edwards, City Attorney