CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2025-531 – Approving the updated Fire Salary Administration Plan for Classified positions to comply with the recently passed HB567 revised minimum wage to include public employers

MEETING DATE
September 2, 2025

ORIGINATING DEPT
Finance

ATTACHMENTS
CB 2025-531 Ordinance; Exhibit "D"- Fire Salary Administration Plan for Classified positions

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

SUMMARY
This Council Bill approves an updated Fire Salary Administration Plan for Classified positions by complying with HB567 pursuant to RSMo. 290.500 through 290.502 making the minimum wage of $13.75 applicable to public employers effective August 28, 2025.

BACKGROUND
The Governor of the State of Missouri recently signed HB567, which states pursuant to RSMo. 290.500 through 290.502, public employers will be subject to Missouri's minimum wage law. Beginning August 28, 2025, public employers in the state will be required to pay non-exempt employees a minimum of $13.75 per hour, and starting January 1, 2026, $15.00 per hour. Prior to the passage of HB567, public employers were exempted from Missouri's minimum wage law and were only required to follow the federal minimum wage law.

Since 2019, the City of Joplin has prioritized and focused on improving wages for recruiting and retention purposes, to remain competitive and to keep up with the State's minimum wage, even though it didn't formally apply to the City. During this time period, public safety wages have increased an average of 45%, while general employee wages have increased an average of 32%. Additionally, during this time period, the City entered into separate Collective Bargaining Agreements with the Police Department and the Fire Department, which established their respective pay plans and the guaranteed step increase for the 5-year contract term.

The City also granted a 2% COLA on November 1, 2023, which increased the starting pay for all four Salary Administration Pay Plans in an effort to remain competitive and keep pace with the State's minimum wage. Despite these efforts, there is one Grade that includes one position on the

Fire Pay Plan that starts below the newly required $13.75 per hour. Currently, Grade F2 which is for the Firefighter/EMT position has a starting wage of $12.6099.

There are 18 Firefighter/EMT's below the $13.75 per hour rate. In order to bring these employees to the new minimum wage, this Council Bill approves a new pay plan for the Fire Department that removes Steps 1-3 of Grade F2. The starting wage for Firefighter/EMT will now be $13.7791, which is $40,125.00 per year. Effective August 28, 2025, these 18 impacted employees will move to Step 4 of this new Fire Pay Plan. The annual increase for the employees impacted is approximately $40,000.00. The cost for the remainder of the fiscal year is about $6,700.00. This is split between the general fund and the public safety sales tax fund, based upon the allocation of these particular employees. Due to the two-month cost, no budget amendment is required. The effective date of August 28, 2025 is included in the paycheck on September 12, 2025.

As a result of this unfunded mandate from the State, the immediate short-term solution does create some compression in the Firefighter/EMT position. Also, due to the recent notification of this change and the immediate effective date, City staff is still working on the short-term solution for the January 1, 2026 minimum wage amount. We anticipate this solution will be presented to Council during the budget work sessions. Additionally, a long-term solution is currently being developed.

FUNDING SOURCE

There is sufficient funding in the Fire Department General Fund and Public Safety Sales Tax Fund to implement this State mandate.

RECOMMENDATION

Staff recommends approval of this council bill on an emergency basis in order to comply with HB567 by the pay date of September 12, 2025, which is the pay period that includes August 28, 2025.