CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2018-613 – adoption of a new salary administration plan for city employees

MEETING DATE
October 15, 2018

REVIEWED BY
Director of Human Resources, City Attorney, City Manager

SUMMARY
The following ordinance adopts a new pay plan for city employees to be effective November 1, 2018 for Fiscal Year 2018-19.

BACKGROUND
On July 16, 2018, council approved the adoption of a new step plan for Joplin city employees. This step plan went into effect on August 4, 2018. This council bill amends our current step plan to reflect the following changes:

- The reclassification of Clerk to Senior Clerk, as presented to and approved by the city council in June of 2018 and reaffirmed during our September budget work sessions; estimated cost is $6,500
- The reclassification of Police Officer I and Police Officer II to Police Officer in order to streamline the hiring process and administration of payroll
- Adopting new ranges for certain public safety positions, with pay adjustments to be funded from the Public Safety Sales Tax fund dedicated to police and fire; estimated cost is $362,000

FUNDING SOURCE
The reclassification of Clerk to Senior Clerk is included in the FY 2018-19 budget. The reclassification of the Police Officer I & II positions and the adoption of new ranges for certain public safety positions will be funded out of the Public Safety Sales Tax fund dedicated to police and fire.

RECOMMENDATION
Staff recommends this bill be approved on an emergency basis in accordance with the Home Rule Charter of the City of Joplin, Section 2.12(4), dealing generally with payment of current government expenses.

ATTACHMENTS
CB2018-613 Ordinance; CB2018-613 Supplemental – Exhibit A, Salary Administration Plan