COUNCIL BILL NO. 2025-541 ORDINANCE NO.

AN ORDINANCE adopting a new step pay plan by reference the City Salary Administration Plan; establishing the annual salary of certain Classified and Unclassified positions and Part-Time/Seasonal positions effective January 1, 2026; adopting a new step pay plan by reference the Fire Salary Administration Plan establishing the annual salary of certain fire positions effective January 1, 2026; and, setting a date when this Ordinance shall become effective.

WHEREAS, the City Council of the City of Joplin, Missouri, last adopted a new pay plans by Ordinance Number 2025-____ on October 20, 2025; and,

WHEREAS, Missouri HB567 revised the required minimum wage from $13.75 per hour to $15.00 per hour effective January 1, 2026 to include public employers; and,

WHEREAS, the starting pay for certain general employees, fire employees and part-time/seasonal employee positions start below the January 1, 2026 required minimum wage of $15.00 per hour; and,

WHEREAS, the City must comply with RSMo. 290.500 through 290.502, which requires an update to the general employee pay plan, fire pay plan and the part-time/seasonal pay plan; and,

WHEREAS, pursuant to Section 5.10 of the Home Rule Charter of the City of Joplin, Missouri, the Council, by Ordinance, must prescribe the compensation of all officers and employees of the City in the Classified service of the City.

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

Section 1. That the attached Step Pay Plans be and the same is hereby adopted as the Salary Administration Plans for certain Classified and Unclassified positions of the City of Joplin as contained in said Plans effective on January 1, 2026, a copy of which is on file in the Office of the City Clerk.

Section 2. That the annual salary of certain Classified and Unclassified positions effective January 1, 2026, shall be in accordance with Exhibit "A" attached hereto and incorporated herein.

Section 3. That the rate per hour for certain Part-Time and Seasonal positions effective January 1, 2026, shall be in accordance with Exhibit "B" attached hereto and incorporated herein. The City Manager may approve any increase to the rates stated in Exhibit "B" in order to meet the Federal or State Minimum Wage requirements.

Section 4. That the annual salary of certain Classified positions effective January 1, 2026, shall be in accordance with Exhibit "D" attached hereto and incorporated herein.

Section 5. That additional compensation to members of the Classified service shall be based upon length of service and paid in accordance with the Longevity Pay Plan currently in effect.

Section 6. That this Ordinance shall become effective on January 1, 2026.

PASSED BY THE COUNCIL OF THE CITY OF JOPLIN, MISSOURI, this

_____ day of _____, 2025.

_____
Keenan T. Cortez, Sr., Mayor

ATTEST:

_____
Holly Nagy, City Clerk

APPROVED AS TO FORM:

_____
Peter C. Edwards, City Attorney