City of Joplin
Salary Market Analysis Comparison – Overall
March 2020, April 2021, 2023, and 2025

Original Table Presented

CITY OF JOPLIN MARKET POSITION OVERVIEW			
PAY RANGE	LOCAL MARKET POSITION >100%	REGIONAL MARKET POSITION >90%	OVERALL MARKET POSITION >95%
2020 Pay Range Minimum	110%	84%	91%
2021 Pay Range Minimum	113%	88%	95%
2023 Pay Range Minimum	112%	95%	103%
2025 Pay Range Minimum	**107%**	**91%**	**94%**
2020 Pay Range Midpoint	110%	83%	91%
2021 Pay Range Midpoint	113%	86%	93%
2023 Pay Range Midpoint	111%	95%	103%
2025 Pay Range Midpoint	**108%**	**89%**	**94%**
2020 Pay Range Maximum	115%	83%	92%
2021 Pay Range Maximum	115%	85%	93%
2023 Pay Range Maximum	112%	94%	103%
2025 Pay Range Maximum	**109%**	**88%**	**94%**

Updated Table 10.14.2025

REVISED - CITY OF JOPLIN MARKET POSITION OVERVIEW			
PAY RANGE	LOCAL MARKET POSITION >100%	REGIONAL MARKET POSITION >90%	OVERALL MARKET POSITION >95%
2020 Pay Range Minimum	110%	84%	91%
2021 Pay Range Minimum	113%	88%	95%
2023 Pay Range Minimum	112%	95%	103%
2025 Pay Range Minimum	**106%**	**91%**	**95%**
2020 Pay Range Midpoint	110%	83%	91%
2021 Pay Range Midpoint	113%	86%	93%
2023 Pay Range Midpoint	111%	95%	103%
2025 Pay Range Midpoint	**106%**	**90%**	**95%**
2020 Pay Range Maximum	115%	83%	92%
2021 Pay Range Maximum	115%	85%	93%
2023 Pay Range Maximum	112%	94%	103%
2025 Pay Range Maximum	**107%**	**89%**	**95%**

Updated 10.14.25