CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2025-541 – Approving the updated General Employee Salary Administration Plan, the Part-Time/Seasonal Salary Administration Plan and the Fire Salary Administration Plan to comply with the recently passed HB567 revised minimum wage, effective January 1, 2026

MEETING DATE
October 20, 2025

ORIGINATING DEPT
Finance

ATTACHMENTS
CB 2025-541 Ordinance; Exhibit "A" Salary Administration Plan; Exhibit "B" Part-Time/Seasonal Salary Administration Plan; Exhibit "D"- Fire Salary Administration Plan for certain fire 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 General Employee Salary Administration Plan, the Part-Time/Seasonal Salary Administration Plan and the Fire Salary Administration Plan by complying with HB567 pursuant to RSMo. 290.500 through 290.502 making the minimum wage $15.00 effective January 1, 2026, which is now applicable to public employers.

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 were 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.

In early September, City Council approved a modification to the Fire Pay Plan to address the Firefighter/EMT position that started below $13.75 per hour. On January 1, 2026, there will be certain general employee, fire and part-time/seasonal positions below the required minimum wage of $15.00 per hour.

In order to bring these employees to the new minimum wage, this Council Bill approves new pay plans, effective January 1, 2026, for general employees, fire employees and part-time/seasonal positions.

- For general employees, Steps 1-3 of Grade N1 and Step 1 of Grade N2 will be removed. This will make the starting pay for N1 $15.293 per hour, which is $31,810 annually and N2 $15.721 per hour, which is $32,700 annually.
- For fire employees, Steps 4-6 will be removed from Grade F2, while Steps 1-3 will be removed from Grade F4. This will make the starting pay for F2 $15.358 per hour, which is $44,723 annually and $15.833 per hour or $46,106 annually for F4.
- The first grade on the Part-Time/Seasonal pay plan will be removed and combined with the second grade. This will make the starting pay for those positions in this pay plan $15.338 per hour.

There are 6 general plan employees impacted by this minimum wage change. The total cost for implementing this short-term resolution is $18,000, of which $15,000 is the estimated 2026 fiscal year cost. Of this amount, $8,300 represents the general fund cost, with the remainder occurring in the Solid Waste, Parks/Stormwater Sales Tax and TST funds. These amounts are included in the 2026 budget.

There are 34 fire plan employees impacted by this minimum wage change. The total estimated cost for implementing the short-term resolution is $147,000, while the 2026 fiscal year cost is about $122,500. This amount is split approximately $57,500 to the general fund and $65,000 to the public safety sales tax fund. These amounts are included in the 2026 budget.

It is more difficult to project the impact of the seasonal pay plan change. However, the change is mostly in the parks fund, with a small amount in the general fund for school crossing guards which is covered by a cooperative agreement with the Joplin R-VIII School District. Based on the percentage increase in the hourly rate, it is anticipated the additional cost will be approximately $56,000 in the parks fund for fiscal year 2026. This amount has been included in the 2026 budget.

Removing steps from the current pay plans to meet this State mandate is a short-term solution. The short-term solution does create compression for the General Employee and Fire Pay Plans. This compression doesn't retain the internal equity that has been previously established. This will certainly need to be addressed through a long-term solution, which is currently being developed. However, the long-term solution to address compression and internal equity caused by the unfunded State minimum wage mandate, as well as overall wages will require a new funding source.

FUNDING SOURCE

The funding has been included in the adopted FY 2026 budget in the appropriate funds.

RECOMMENDATION

Staff recommends approval of this council bill on first reading.

CITY OF JOPLIN
EXHIBIT "A"-SALARY ADMINISTRATION PLAN
FOR CLASSIFIED AND UNCLASSIFIED POSITIONS
EFFECTIVE JANUARY 1, 2026

* - unclassified position according to city charter (E) - exempt according to FLSA

Grade	Position (* - unclassified according to city charter)	Step 1 (hrly/annual)	Step 2 (hrly/annual)	Step 3 (hrly/annual)	Step 4 (hrly/annual)	Step 5 (hrly/annual)	Step 6 (hrly/annual)	Step 7 (hrly/annual)	Step 8 (hrly/annual)	Step 9 (hrly/annual)	Step 10 (hrly/annual)	Step 11 (hrly/annual)	Step 12 (hrly/annual)	Step 13 (hrly/annual)	Step 14 (hrly/annual)	Step 15 (hrly/annual)	Step 16 (hrly/annual)	Step 17 (hrly/annual)	Step 18 (hrly/annual)
N1	Cook				$ 15.293	$ 15.676	$ 16.068	$ 16.469	$ 16.881	$ 17.303	$ 17.736	$ 18.179	$ 18.634	$ 19.099	$ 19.577	$ 20.066	$ 20.568	$ 21.082	
	Court Assistant I				$ 31,810	$ 32,606	$ 33,421	$ 34,256	$ 35,113	$ 35,990	$ 36,890	$ 37,812	$ 38,758	$ 39,727	$ 40,720	$ 41,738	$ 42,781	$ 43,851	
	Custodian																		
	Transit Dispatcher																		
N2	Administrative Assistant		$ 15.721	$ 16.114	$ 16.517	$ 16.930	$ 17.353	$ 17.787	$ 18.232	$ 18.687	$ 19.155	$ 19.633	$ 20.124	$ 20.627	$ 21.143	$ 21.672	$ 22.213	$ 22.769	
	Breastfeeding Peer Counselor Coordinator		$ 32,700	$ 33,517	$ 34,355	$ 35,214	$ 36,094	$ 36,997	$ 37,922	$ 38,870	$ 39,841	$ 40,837	$ 41,858	$ 42,905	$ 43,977	$ 45,077	$ 46,204	$ 47,359	
	Court Compliance Officer I																		
	Laborer I																		
	Police Services Assistant																		
	Tourism Assistant																		
	Transit Driver I																		
	Utility Locator																		
	Wastewater Laboratory Assistant																		
N3	Automotive Service Worker	$ 16.565	$ 16.979	$ 17.404	$ 17.839	$ 18.285	$ 18.742	$ 19.210	$ 19.691	$ 20.183	$ 20.687	$ 21.205	$ 21.735	$ 22.278	$ 22.835	$ 23.406	$ 23.991	$ 24.591	
	Court Assistant II	$ 34,455	$ 35,317	$ 36,199	$ 37,104	$ 38,032	$ 38,983	$ 39,957	$ 40,956	$ 41,980	$ 43,030	$ 44,106	$ 45,208	$ 46,338	$ 47,497	$ 48,684	$ 49,901	$ 51,149	
	Engineering Assistant																		
	Health Professional Assistant-WIC																		
	Laborer II																		
	Permit Technician																		
	Recreation Leader																		
	Transit Driver II																		
N4	Accounting Specialist	$ 17.890	$ 18.337	$ 18.796	$ 19.266	$ 19.747	$ 20.241	$ 20.747	$ 21.266	$ 21.797	$ 22.342	$ 22.901	$ 23.473	$ 24.060	$ 24.662	$ 25.278	$ 25.910	$ 26.558	
	Airport Operations Worker	$ 37,212	$ 38,142	$ 39,095	$ 40,073	$ 41,075	$ 42,102	$ 43,154	$ 44,233	$ 45,339	$ 46,472	$ 47,634	$ 48,825	$ 50,045	$ 51,297	$ 52,579	$ 53,894	$ 55,241	
	Assistant City Clerk																		
	Communications Specialist																		
	Competent Professional Authority-WIC																		
	Court Compliance Officer II																		
	Crime Analyst/Accreditation Coordinator																		
	CVB Marketing Specialist																		
	Engineering Technician																		
	Equipment Operator																		
	Evidence Technician																		
	HR Specialist																		
	Interactive Communications Specialist																		
	Legal Specialist																		
	Neighborhood Improvement Officer																		
	Park Ranger																		
	Parks Caretaker																		
	Public Safety Communications Operator I																		
	Recreation Coordinator																		

CITY OF JOPLIN
EXHIBIT "A"-SALARY ADMINISTRATION PLAN
FOR CLASSIFIED AND UNCLASSIFIED POSITIONS
EFFECTIVE JANUARY 1, 2026
* - unclassified position according to city charter (E) - exempt according to FLSA

Grade	Position (* - unclassified according to city charter)	Step 1 (hrly/annual)	Step 2 (hrly/annual)	Step 3 (hrly/annual)	Step 4 (hrly/annual)	Step 5 (hrly/annual)	Step 6 (hrly/annual)	Step 7 (hrly/annual)	Step 8 (hrly/annual)	Step 9 (hrly/annual)	Step 10 (hrly/annual)	Step 11 (hrly/annual)	Step 12 (hrly/annual)	Step 13 (hrly/annual)	Step 14 (hrly/annual)	Step 15 (hrly/annual)	Step 16 (hrly/annual)	Step 17 (hrly/annual)	Step 18 (hrly/annual)
	Right-of-Way Technician																		
	Transit Driver III																		
	Wastewater Laboratory Technician																		
	Wastewater Plant Operator																		
	Wastewater Plant Utility Worker																		
N10	Airport Police Officer	$ 19.679	$ 20.171	$ 20.675	$ 21.192	$ 21.722	$ 22.265	$ 22.822	$ 23.392	$ 23.977	$ 24.577	$ 25.191	$ 25.821	$ 26.466	$ 27.128	$ 27.806	$ 28.501	$ 29.214	
	Animal Control Officer	$ 40,933	$ 41,956	$ 43,005	$ 44,080	$ 45,182	$ 46,312	$ 47,469	$ 48,656	$ 49,873	$ 51,119	$ 52,397	$ 53,707	$ 55,050	$ 56,426	$ 57,837	$ 59,283	$ 60,765	
	Building Inspector																		
	Building Maintenance Technician																		
	Construction Inspector																		
	Detention Officer																		
	Environmental Public Health Specialist I																		
	Executive Asst/Secretary to City Manager																		
	Heavy Equipment Operator																		
	Parks Facilities Maintenance Technician																		
	Public Safety Communications Operator II																		
	Traffic, Markings and Sign Technician																		
N11	Automotive Technician II	$ 21.647	$ 22.188	$ 22.743	$ 23.312	$ 23.894	$ 24.492	$ 25.104	$ 25.732	$ 26.375	$ 27.034	$ 27.710	$ 28.403	$ 29.113	$ 29.841	$ 30.587	$ 31.352	$ 32.135	
	Communications Technician	$ 45,026	$ 46,152	$ 47,305	$ 48,488	$ 49,700	$ 50,943	$ 52,216	$ 53,522	$ 54,860	$ 56,231	$ 57,637	$ 59,078	$ 60,555	$ 62,069	$ 63,621	$ 65,211	$ 66,841	
	Environmental Public Health Specialist II																		
	GIS Technician																		
	Lead Animal Control Officer																		
	Lead Building Inspector																		
	Lead Case Investigator/Contact Tracer																		
	Lead Cemetery Caretaker																		
	Lead Parks Caretaker																		
	Nutritionist I																		
	Project Coordinator																		
	Property Negotiator/Appraiser																		
	Traffic Signal Technician																		
	Wastewater Plant Technician																		
	Wastewater Pretreatment Technician																		
N20	Airport Operations Supervisor	$ 22.729	$ 23.298	$ 23.880	$ 24.477	$ 25.089	$ 25.716	$ 26.359	$ 27.018	$ 27.694	$ 28.386	$ 29.096	$ 29.823	$ 30.569	$ 31.333	$ 32.116	$ 32.919	$ 33.742	$ 34.586
	Chief Wastewater Plant Operator	$ 47,277	$ 48,459	$ 49,671	$ 50,913	$ 52,185	$ 53,490	$ 54,827	$ 56,198	$ 57,603	$ 59,043	$ 60,519	$ 62,032	$ 63,583	$ 65,172	$ 66,802	$ 68,472	$ 70,184	$ 71,938
	Chief Wastewater Plant Technician																		
	Community Health Planner/Educator																		
	Jail Shift Supervisor																		
	Nutritionist II																		
	Transit Driver Supervisor																		
	Utility Billing Supervisor																		

CITY OF JOPLIN
EXHIBIT "A"-SALARY ADMINISTRATION PLAN
FOR CLASSIFIED AND UNCLASSIFIED POSITIONS
EFFECTIVE JANUARY 1, 2026
* - unclassified position according to city charter (E) - exempt according to FLSA

Grade	Position (* - unclassified according to city charter)	Step 1 (hrly/annual)	Step 2 (hrly/annual)	Step 3 (hrly/annual)	Step 4 (hrly/annual)	Step 5 (hrly/annual)	Step 6 (hrly/annual)	Step 7 (hrly/annual)	Step 8 (hrly/annual)	Step 9 (hrly/annual)	Step 10 (hrly/annual)	Step 11 (hrly/annual)	Step 12 (hrly/annual)	Step 13 (hrly/annual)	Step 14 (hrly/annual)	Step 15 (hrly/annual)	Step 16 (hrly/annual)	Step 17 (hrly/annual)	Step 18 (hrly/annual)
	Wastewater Biosolids Program Supervisor																		
	Wastewater Laboratory Supervisor																		
	Wellness Coordinator																		
N21	Accountant I (E)	$ 25.002	$ 25.628	$ 26.268	$ 26.925	$ 27.598	$ 28.288	$ 28.995	$ 29.720	$ 30.463	$ 31.225	$ 32.005	$ 32.805	$ 33.626	$ 34.466	$ 35.328	$ 36.211	$ 37.116	$ 38.044
	Community Health Nurse (E)	$ 52,005	$ 53,305	$ 54,638	$ 56,004	$ 57,404	$ 58,839	$ 60,310	$ 61,818	$ 63,363	$ 64,947	$ 66,571	$ 68,235	$ 69,941	$ 71,690	$ 73,482	$ 75,319	$ 77,202	$ 79,132
	Fire Apparatus Fleet Manager																		
	IT Analyst																		
	Land Surveyor																		
	Planner																		
	Plans Reviewer																		
	Public Safety Communications Supervisor																		
	Recycling Coordinator (E)																		
	Right-of-Way Manager																		
	Wastewater Pretreatment Inspector																		
N22	Accountant II (E)	$ 27.503	$ 28.190	$ 28.895	$ 29.617	$ 30.358	$ 31.117	$ 31.895	$ 32.692	$ 33.509	$ 34.347	$ 35.206	$ 36.086	$ 36.988	$ 37.913	$ 38.861	$ 39.832	$ 40.828	$ 41.849
	Assistant CVB Director/Director of Sales (E)	$ 57,206	$ 58,636	$ 60,102	$ 61,604	$ 63,144	$ 64,723	$ 66,341	$ 67,999	$ 69,699	$ 71,442	$ 73,228	$ 75,059	$ 76,935	$ 78,859	$ 80,830	$ 82,851	$ 84,922	$ 87,045
	Building Maintenance Supervisor (E)																		
	Communications Technician Manager																		
	Fleet Maintenance Supervisor (E)																		
	Golf Course Professional (E)																		
	HR Safety Manager (E)																		
	Jail Administrator (E)																		
	Neighborhood Improvement Supervisor (E)																		
	Regional Response Planner																		
	Transportation Coordinator (E)																		
N23	Assistant Wastewater Plant Superintendent (E)	$ 30.253	$ 31.009	$ 31.785	$ 32.579	$ 33.394	$ 34.228	$ 35.084	$ 35.961	$ 36.860	$ 37.782	$ 38.726	$ 39.695	$ 40.687	$ 41.704	$ 42.747	$ 43.815	$ 44.911	$ 46.033
	Athletic Facilities Superintendent (E)	$ 62,926	$ 64,499	$ 66,112	$ 67,765	$ 69,459	$ 71,195	$ 72,975	$ 74,799	$ 76,669	$ 78,586	$ 80,551	$ 82,565	$ 84,629	$ 86,744	$ 88,913	$ 91,136	$ 93,414	$ 95,750
	Cemetery Superintendent (E)																		
	Emergency Management Coordinator (E)																		
	Financial Analyst (E)																		
	Golf Course Superintendent (E)																		
	Infrastructure Maintenance Supervisor (E)																		
	Medical Services Coordinator (E)																		
	Museum Curator (E)																		
	Network Administrator																		
	Parks Superintendent (E)																		
	Public Information Officer (E)																		
	Public Safety Communications Manager (E)																		
	Webmaster (E)																		
	WIC Services Coordinator (E)																		

CITY OF JOPLIN
EXHIBIT "A"-SALARY ADMINISTRATION PLAN
FOR CLASSIFIED AND UNCLASSIFIED POSITIONS
EFFECTIVE JANUARY 1, 2026
* - unclassified position according to city charter (E) - exempt according to FLSA

Grade	Position (* - unclassified according to city charter)	Step 1 (hrly/annual)	Step 2 (hrly/annual)	Step 3 (hrly/annual)	Step 4 (hrly/annual)	Step 5 (hrly/annual)	Step 6 (hrly/annual)	Step 7 (hrly/annual)	Step 8 (hrly/annual)	Step 9 (hrly/annual)	Step 10 (hrly/annual)	Step 11 (hrly/annual)	Step 12 (hrly/annual)	Step 13 (hrly/annual)	Step 14 (hrly/annual)	Step 15 (hrly/annual)	Step 16 (hrly/annual)	Step 17 (hrly/annual)	Step 18 (hrly/annual)
N24	Airport Manager (E)	$ 33.278	$ 34.110	$ 34.963	$ 35.837	$ 36.733	$ 37.651	$ 38.593	$ 39.557	$ 40.546	$ 41.560	$ 42.599	$ 43.664	$ 44.756	$ 45.874	$ 47.021	$ 48.197	$ 49.402	$ 50.637
	Assistant City Prosecutor (E)	$ 69,219	$ 70,949	$ 72,723	$ 74,541	$ 76,405	$ 78,315	$ 80,273	$ 82,279	$ 84,336	$ 86,445	$ 88,606	$ 90,821	$ 93,092	$ 95,419	$ 97,804	$ 100,249	$ 102,756	$ 105,325
	Capital Improvement Project Manager (E)																		
	Chief Building Official (E)																		
	Civil Engineer I (E)																		
	Infrastructure Superintendent (E)																		
	Police Captain (E)																		
	Wastewater Plant Superintendent (E)																		
N30	Assistant Director of Health (E)	$ 36.606	$ 37.521	$ 38.459	$ 39.421	$ 40.406	$ 41.416	$ 42.452	$ 43.513	$ 44.601	$ 45.716	$ 46.859	$ 48.030	$ 49.231	$ 50.462	$ 51.723	$ 53.017	$ 54.342	$ 55.700
	Assistant Director of Planning, Development (E)	$ 76,141	$ 78,044	$ 79,995	$ 81,995	$ 84,045	$ 86,146	$ 88,300	$ 90,507	$ 92,770	$ 95,089	$ 97,466	$ 99,903	$ 102,401	$ 104,961	$ 107,585	$ 110,274	$ 113,031	$ 115,857
	Assistant Director of Public Works-Operations (E)																		
	Assistant IT Director (E)																		
	Assistant Finance Director (E)																		
	Assistant Parks Director (E)																		
	City Prosecutor (E)																		
	Civil Engineer II (E)																		
	Deputy Fire Chief (E)																		
N40	Assistant City Attorney (E)	$ 40.267	$ 41.273	$ 42.305	$ 43.363	$ 44.447	$ 45.558	$ 46.697	$ 47.864	$ 49.061	$ 50.288	$ 51.545	$ 52.833	$ 54.154	$ 55.508	$ 56.896	$ 58.318	$ 59.776	$ 61.271
	Assistant Director of Public Works-Engineering (E)	$ 83,755	$ 85,849	$ 87,995	$ 90,195	$ 92,450	$ 94,761	$ 97,130	$ 99,558	$ 102,047	$ 104,598	$ 107,213	$ 109,893	$ 112,641	$ 115,457	$ 118,343	$ 121,302	$ 124,334	$ 127,443
	Assistant Police Chief (E)																		
	* CVB Director (E)																		
	* Director of Communications (E)																		
	* Municipal Court Administrator (E)																		
N41	* Community Health Director (E)	$ 44.293	$ 45.401	$ 46.536	$ 47.699	$ 48.892	$ 50.114	$ 51.367	$ 52.651	$ 53.967	$ 55.316	$ 56.699	$ 58.117	$ 59.570	$ 61.059	$ 62.585	$ 64.150	$ 65.754	$ 67.398
	* Director of IT (E)	$ 92,130	$ 94,433	$ 96,794	$ 99,214	$ 101,694	$ 104,237	$ 106,843	$ 109,514	$ 112,252	$ 115,058	$ 117,934	$ 120,883	$ 123,905	$ 127,002	$ 130,178	$ 133,432	$ 136,768	$ 140,187
	* Director of Planning, Development and NI (E)																		
	* Finance Director (E)																		
	* Fire Chief (E)																		
	* HR Director/Risk Manager (E)																		
	* Parks & Recreation Director (E)																		
N42	* Assistant City Manager (E)	$ 48.723	$ 49.941	$ 51.189	$ 52.469	$ 53.781	$ 55.125	$ 56.503	$ 57.916	$ 59.364	$ 60.848	$ 62.369	$ 63.928	$ 65.527	$ 67.165	$ 68.844	$ 70.565	$ 72.329	$ 74.137
	* Police Chief (E)	$ 101,343	$ 103,877	$ 106,474	$ 109,136	$ 111,864	$ 114,661	$ 117,527	$ 120,465	$ 123,477	$ 126,564	$ 129,728	$ 132,971	$ 136,295	$ 139,703	$ 143,195	$ 146,775	$ 150,445	$ 154,206
	* Public Works Director (E)																		

CITY OF JOPLIN
EXHIBIT "B"-SALARY ADMINISTRATION PLAN FOR
PART-TIME SEASONALS
EFFECTIVE JANUARY 1, 2026

	REGULAR Part-Time and Seasonal Hourly	Hourly Rate
S2	Cashier Clerk Intern Interpreter/Translator Laborer Lifeguard Museum Assistant Outside Service Attendant Peer Counselor Pool Operator Recreation Instructor School Crossing Guard Utility Assistant	$ 15.338
S3	Aquatic Supervisor Athletic Coordinator Concessions Coordinator Day Camp Director Golf Lead Cashier School Crossing Guard Coordinator	$ 16.565

CITY OF JOPLIN
EXHIBIT "D"-SALARY ADMINISTRATION PLAN
FIRE BARGAINING UNIT
EFFECTIVE JANUARY 1, 2026

Grade	Position	Step 1 (hrly/annual)	Step 2 (hrly/annual)	Step 3 (hrly/annual)	Step 4 (hrly/annual)	Step 5 (hrly/annual)	Step 6 (hrly/annual)	Step 7 (hrly/annual)	Step 8 (hrly/annual)	Step 9 (hrly/annual)	Step 10 (hrly/annual)	Step 11 (hrly/annual)	Step 12 (hrly/annual)	Step 13 (hrly/annual)	Step 14 (hrly/annual)	Step 15 (hrly/annual)
1A	Firefighter Trainee	$ 16.646	$ 17.146													
		$ 34,625	$ 35,663													
F2	Firefighter/EMT							$ 15.3580	$ 15.8188	$ 16.2933	$ 16.7821	$ 17.2856	$ 17.8042	$ 18.3383	$ 18.8884	$ 19.4551
								$ 44,723	$ 46,064	$ 47,446	$ 48,870	$ 50,336	$ 51,846	$ 53,401	$ 55,003	$ 56,653
F4	Fire Driver/Engineer				$ 15.8330	$ 16.3080	$ 16.7972	$ 17.3011	$ 17.8201	$ 18.3547	$ 18.9054	$ 19.4726	$ 20.0567	$ 20.6584	$ 21.2782	$ 21.9165
					$ 46,106	$ 47,489	$ 48,913	$ 50,381	$ 51,892	$ 53,449	$ 55,052	$ 56,704	$ 58,405	$ 60,157	$ 61,962	$ 63,821
10A	Deputy Fire Marshal	$ 24.509	$ 25.245	$ 26.002	$ 26.782	$ 27.586	$ 28.413	$ 29.266	$ 30.143	$ 31.048	$ 31.979	$ 32.939	$ 33.927	$ 34.945	$ 35.993	$ 37.073
		$ 50,980	$ 52,509	$ 54,084	$ 55,707	$ 57,378	$ 59,099	$ 60,872	$ 62,698	$ 64,579	$ 66,517	$ 68,512	$ 70,568	$ 72,685	$ 74,865	$ 77,111
F10	Fire Captain	$ 17.5067	$ 18.0319	$ 18.5729	$ 19.1301	$ 19.7040	$ 20.2951	$ 20.9040	$ 21.5311	$ 22.1770	$ 22.8423	$ 23.5276	$ 24.2334	$ 24.9604	$ 25.7092	$ 26.4805
		$ 50,980	$ 52,509	$ 54,084	$ 55,707	$ 57,378	$ 59,099	$ 60,872	$ 62,698	$ 64,579	$ 66,517	$ 68,512	$ 70,568	$ 72,685	$ 74,865	$ 77,111
F20	Battalion Chief	$ 29.536	$ 30.422	$ 30.720	$ 32.275	$ 33.243	$ 34.241	$ 35.268	$ 36.326	$ 37.416	$ 38.538	$ 39.694	$ 40.488	$ 41.703	$ 42.954	$ 44.243
20A	Fire Marshal	$ 61,436	$ 63,279	$ 65,177	$ 67,132	$ 69,146	$ 71,221	$ 73,357	$ 75,558	$ 77,825	$ 80,160	$ 82,564	$ 84,216	$ 86,742	$ 89,344	$ 92,025
20A	Fire Training Chief	$ 21.0974	$ 21.7303	$ 22.3822	$ 23.0537	$ 23.7453	$ 24.4577	$ 25.1914	$ 25.9471	$ 26.7256	$ 27.5273	$ 28.3531	$ 28.9202	$ 29.7878	$ 30.6814	$ 31.6019
		$ 61,436	$ 63,279	$ 65,177	$ 67,132	$ 69,146	$ 71,221	$ 73,357	$ 75,558	$ 77,825	$ 80,160	$ 82,564	$ 84,216	$ 86,742	$ 89,344	$ 92,025

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