CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2025-545 – Approving updates to the Education Assistance Program Section of the Employee Handbook

MEETING DATE
November 3, 2025

ORIGINATING DEPT
Finance

ATTACHMENTS
CB 2025-545 Ordinance

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

SUMMARY
This Council Bill updates the Education Assistance Program in the Employee Handbook.

BACKGROUND
In 2023, the City Council adopted a new Employee Handbook. The revision of the entire Employee Handbook was an extensive and collaborative project that spanned many months. The collaboration on this project included management team, employees and representatives from the union groups led by Human Resources with Segal, as the consultant.

It was discussed when the policy was adopted that some changes would likely need to be made after it was put in place and used. Some revisions are needed to the policy to further clarify and match how the process actually works. City Council reviewed the proposed changes to the Education Assistance Program section of the Employee Handbook during the fiscal year 2026 budget work sessions and this item incorporates those proposed updates.

The revised Education Assistance Program will be effective on December 1, 2025.

FUNDING SOURCE
This item does not change the budget.

RECOMMENDATION
Staff recommends this council bill be approved on first reading.