City of Joplin City Council Agenda Item

REQUESTED COUNCIL MEETING DATE: NOVEMBER 6, 2017

ITEM: COUNCIL BILL NO. 2017-521
ORIGINATING DEPARTMENT: FINANCE DEPARTMENT

ATTACHMENTS: 1) Exhibit "A" the Salary Administration Plan

Finance Director: Leslie Haase
Human Resources Director: David Allgood
City Attorney: Peter Edwards
City Manager: Sam Anselm

INTRODUCTION:
This Council Bill approves a two percent (2%) wage adjustment to the entire pay plan. An across-the-board wage adjustment moves the entire pay plan upward in an effort to maintain an equitable pay plan over time, while also granting a wage increase to city employees.

DISCUSSION:
The Salary Administration Plan is the system that is maintained and utilized to hire and retain city employees. The Salary Administration Plan was last changed by the adoption of a new pay plan based on a market comparison in November of 2012. The Salary Administration Plan did not change until an across-the-board wage adjustment of 3% was granted for the 2017 fiscal year.

The 2% adjustment increases the beginning and ending wage in each range of the Salary Administration plan on November 1, 2017. However, the wage increase for eligible employees will be effective on November 11, 2017, which represents the first full pay period of the new fiscal year.

RECOMMENDATION:
Staff recommends approval of this Council Bill on an emergency basis.