CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM:
Council Bill No. 2025-015 approving a Labor Agreement by and between the City of Joplin and the Fraternal Order of Police Lodge #27.

MEETING DATE:
November 17, 2025

REVIEWED BY:
Peter Edwards, City Attorney; Leslie Haase, Finance Director; Nick Edwards, City Manager.

SUMMARY:
This Council Bill approves a Labor Agreement between the City of Joplin and the Fraternal Order of Police Lodge #27.

BACKGROUND:
The Fraternal Order of Police Lodge #27 (hereinafter FOP) has long represented police officers, corporals and sergeants of the City of Joplin, Missouri (hereinafter "City") regarding terms and conditions of employment, historically through a process known as "meet and confer". In 2022, the FOP and City entered into their first Labor Agreement.

In 2025, in anticipation of the Prop B tax renewal in 2026, the parties opened up collective bargaining negotiations. The main component of negotiations centered on compensation increases. The compensation piece of the Labor Agreement, specifically the new pay plan and slotting of employees is contingent on this Council placing the Prop B renewal, a tax solely for pubic safety, including the police and fire departments, on the ballot in 2026, ahead of the sunsetting of the current Prop B tax, estimated in early 2027. In the event that the tax renewal does not pass, the agreement may be reopened for further negotiations on compensation issues. The Labor Agreement was taken to the FOP membership and they voted in favor of adopting the Agreement. The City desires to approve the attached Labor Agreement, which shall expire on December 31, 2031.

RECOMMENDATION:
Staff recommends this Council Bill be placed on first reading.

ATTACHMENTS:
Council Bill No. 2025-015 with Agreement

PCE:vew