CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2025-551 – Approving the Salary Administration Plan for Classified and Unclassified positions with a new position and amending the budget for Emergency Communications

MEETING DATE
November 17, 2025

ORIGINATING DEPT
Finance

ATTACHMENTS
CB 2025-551 Ordinance; Exhibit "A"-Salary Administration Plan for Classified and Unclassified 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 the Salary Administration Plan for Classified and Unclassified positions with a new position and amends the budget to help address the critical staffing needs in Emergency Communications.

BACKGROUND
An internal working group comprised of Chief Ezell, Deputy Chief Nimmo, Chief Pearson, Assistant Chief Lewis, Captain Duncan, Finance Director Leslie Haase, Human Resources Director Michelle Ducre, and Public Safety Communications Manager Cheryl Konarski met to develop a plan to help address a critical staffing shortage in Dispatch. A comprehensive short-term plan was presented to City Council at the last informal meeting. Following the feedback received during this meeting, the work group met again and presents this plan for your consideration. The plan needing formal Council approval is to create an Operator III position and to purchase new AI technology.

An Operator 3 position is being recommended, similar to the creation of the Transit 3 position, where qualified employees will have the opportunity to be promoted to a higher pay grade to provide an ongoing training component to the division, which includes not only training new Public Safety Communications Operators, but also developing continuing education training within the Emergency Communications Center and assisting with training opportunities across the public safety communications profession. Currently, the City only has three levels before reaching the Manager position. Other Emergency Communication Operations have five or more levels before reaching the Manager position. Much like creating the Transit 3 position, the creation of this third level will allow flexibility to bring lateral candidates to the organization at

higher steps in recognition of their experience. The City has had recent interest from lateral candidates and the work group believes this flexibility will help attract these experienced workers, along with the future opportunity to advance to Operator 3. The work group believes this position will help address both recruiting and retention. The estimated current cost of adding this position is $30,000.00 annually.

New technology is being developed that utilizes AI to improve work flows for dispatch. This tool allows for a voice transcription from a call to the dispatch console, which allows for faster work. This tool will also reduce work demands on dispatchers. This tool costs $11,500.00 for the first year and $10,000.00 annually thereafter. This tool is still in development and is anticipated to be available publicly during the first quarter of 2026. The City will purchase and implement this new tool when it becomes available.

While there are no guarantees, the work group believes these two measures will help address the critical staffing shorting in dispatch for the short-term. However, this plan does not fully address a long-term solution. The organization as a whole has a critical need for additional resources and funding to allow for a more permanent and long-term solution for dispatch. Absent an additional revenue source, the proposed measures are only short-term corrections.

This council bill also includes a budget amendment of $41,500.00 to fund the new position and the cost of the new AI technology.

FUNDING SOURCE
This item includes a budget amendment.

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 DECEMBER 2, 2025

* - 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	$ 14.201	$ 14.556	$ 14.920	$ 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	$ 29,539	$ 30,278	$ 31,034	$ 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	$ 15.338	$ 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	$ 31,902	$ 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	$ 17.403	$ 17.838	$ 18.284	$ 18.741	$ 19.210	$ 19.690	$ 20.182	$ 20.687	$ 21.204	$ 21.734	$ 22.278	$ 22.834	$ 23.405	$ 23.990	$ 24.590	
	Court Assistant II	$ 34,454	$ 35,316	$ 36,199	$ 37,104	$ 38,031	$ 38,982	$ 39,956	$ 40,955	$ 41,979	$ 43,029	$ 44,104	$ 45,207	$ 46,337	$ 47,496	$ 48,683	$ 49,900	$ 51,148	
	Engineering Assistant																		
	Health Professional Assistant-WIC																		
	Laborer II																		
	Permit Technician																		
	Recreation Leader																		
	Transit Driver II																		
N4	Accounting Specialist	$ 17.890	$ 18.337	$ 18.795	$ 19.265	$ 19.747	$ 20.241	$ 20.747	$ 21.265	$ 21.797	$ 22.342	$ 22.900	$ 23.473	$ 24.060	$ 24.661	$ 25.278	$ 25.910	$ 26.557	
	Airport Operations Worker	$ 37,211	$ 38,141	$ 39,094	$ 40,072	$ 41,074	$ 42,100	$ 43,153	$ 44,232	$ 45,338	$ 46,471	$ 47,633	$ 48,824	$ 50,044	$ 51,295	$ 52,578	$ 53,892	$ 55,239	
	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 DECEMBER 2, 2025
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	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	$ 22.821	$ 23.392	$ 23.977	$ 24.576	$ 25.190	$ 25.820	$ 26.466	$ 27.127	$ 27.806	$ 28.501	$ 29.213	
	Animal Control Officer	$ 40,932	$ 41,955	$ 43,004	$ 44,079	$ 45,181	$ 46,311	$ 47,468	$ 48,655	$ 49,871	$ 51,118	$ 52,396	$ 53,706	$ 55,049	$ 56,425	$ 57,835	$ 59,281	$ 60,763	
	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	$ 22.742	$ 23.311	$ 23.894	$ 24.491	$ 25.103	$ 25.731	$ 26.374	$ 27.034	$ 27.709	$ 28.402	$ 29.112	$ 29.840	$ 30.586	$ 31.351	$ 32.134	
	Communications Technician	$ 45,025	$ 46,151	$ 47,304	$ 48,487	$ 49,699	$ 50,942	$ 52,215	$ 53,520	$ 54,858	$ 56,230	$ 57,636	$ 59,077	$ 60,554	$ 62,067	$ 63,619	$ 65,210	$ 66,840	
	Environmental Public Health Specialist II																		
	GIS Technician																		
	Lead Animal Control Officer																		
	Lead Building Inspector																		
	Lead Cemetery Caretaker																		
	Lead Parks Caretaker																		
	Nutritionist I																		
	Project Coordinator																		
	Property Negotiator/Appraiser																		
	Public Safety Communications Operator III																		
	Traffic Signal Technician																		
	Wastewater Plant Technician																		
	Wastewater Pretreatment Technician																		
N20	Airport Operations Supervisor	$ 22.729	$ 23.297	$ 23.880	$ 24.477	$ 25.088	$ 25.716	$ 26.359	$ 27.018	$ 27.693	$ 28.385	$ 29.095	$ 29.822	$ 30.568	$ 31.332	$ 32.115	$ 32.918	$ 33.741	$ 34.585
	Chief Wastewater Plant Operator	$ 47,276	$ 48,458	$ 49,670	$ 50,911	$ 52,184	$ 53,489	$ 54,826	$ 56,197	$ 57,601	$ 59,041	$ 60,517	$ 62,030	$ 63,581	$ 65,171	$ 66,800	$ 68,470	$ 70,182	$ 71,936
	Chief Wastewater Plant Technician																		
	Community Health Planner/Educator																		
	Jail Shift Supervisor																		
	Nutritionist II																		
	Transit Driver Supervisor																		
	Utility Billing Supervisor																		

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	Wastewater Biosolids Program Supervisor																		
	Wastewater Laboratory Supervisor																		
	Wellness Coordinator																		
N21	Accountant I (E)	$ 25.002	$ 25.627	$ 26.268	$ 26.924	$ 27.597	$ 28.287	$ 28.994	$ 29.719	$ 30.462	$ 31.224	$ 32.004	$ 32.805	$ 33.625	$ 34.465	$ 35.327	$ 36.210	$ 37.115	$ 38.043
	Community Health Nurse (E)	$ 52,004	$ 53,304	$ 54,636	$ 56,002	$ 57,402	$ 58,838	$ 60,308	$ 61,816	$ 63,362	$ 64,946	$ 66,569	$ 68,233	$ 69,939	$ 71,688	$ 73,480	$ 75,317	$ 77,200	$ 79,130
	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)	$ 27.502	$ 28.190	$ 28.894	$ 29.617	$ 30.357	$ 31.116	$ 31.894	$ 32.691	$ 33.509	$ 34.346	$ 35.205	$ 36.085	$ 36.987	$ 37.912	$ 38.860	$ 39.831	$ 40.827	$ 41.848
	Assistant CVB Director/Director of Sales (E)	$ 57,204	$ 58,634	$ 60,100	$ 61,603	$ 63,143	$ 64,721	$ 66,339	$ 67,998	$ 69,698	$ 71,440	$ 73,226	$ 75,057	$ 76,933	$ 78,857	$ 80,828	$ 82,849	$ 84,920	$ 87,043
	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)	$ 30.252	$ 31.009	$ 31.784	$ 32.578	$ 33.393	$ 34.228	$ 35.083	$ 35.960	$ 36.859	$ 37.781	$ 38.725	$ 39.694	$ 40.686	$ 41.703	$ 42.746	$ 43.814	$ 44.910	$ 46.032
	Athletic Facilities Superintendent (E)	$ 62,925	$ 64,498	$ 66,110	$ 67,763	$ 69,457	$ 71,193	$ 72,973	$ 74,798	$ 76,667	$ 78,584	$ 80,549	$ 82,563	$ 84,627	$ 86,742	$ 88,911	$ 91,134	$ 93,412	$ 95,747
	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)																		

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N24	Airport Manager (E)	$ 33.277	$ 34.109	$ 34.962	$ 35.836	$ 36.732	$ 37.650	$ 38.592	$ 39.556	$ 40.545	$ 41.559	$ 42.598	$ 43.663	$ 44.754	$ 45.873	$ 47.020	$ 48.196	$ 49.401	$ 50.636
	Assistant City Prosecutor (E)	$ 69,217	$ 70,947	$ 72,721	$ 74,539	$ 76,403	$ 78,313	$ 80,271	$ 82,277	$ 84,334	$ 86,443	$ 88,604	$ 90,819	$ 93,089	$ 95,416	$ 97,802	$ 100,247	$ 102,753	$ 105,322
	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)	$ 36.605	$ 37.520	$ 38.458	$ 39.420	$ 40.405	$ 41.415	$ 42.451	$ 43.512	$ 44.600	$ 45.715	$ 46.858	$ 48.029	$ 49.230	$ 50.461	$ 51.722	$ 53.015	$ 54.341	$ 55.699
	Assistant Director of Planning, Development (E)	$ 76,139	$ 78,042	$ 79,993	$ 81,993	$ 84,043	$ 86,144	$ 88,298	$ 90,505	$ 92,768	$ 95,087	$ 97,464	$ 99,901	$ 102,398	$ 104,958	$ 107,582	$ 110,272	$ 113,028	$ 115,854
	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)	$ 40.266	$ 41.272	$ 42.304	$ 43.362	$ 44.446	$ 45.557	$ 46.696	$ 47.863	$ 49.060	$ 50.286	$ 51.543	$ 52.832	$ 54.153	$ 55.507	$ 56.894	$ 58.317	$ 59.775	$ 61.269
	Assistant Director of Public Works-Engineering (E)	$ 83,753	$ 85,846	$ 87,993	$ 90,192	$ 92,447	$ 94,758	$ 97,127	$ 99,556	$ 102,044	$ 104,596	$ 107,210	$ 109,891	$ 112,638	$ 115,454	$ 118,340	$ 121,299	$ 124,331	$ 127,440
	Assistant Police Chief (E)																		
	* CVB Director (E)																		
	* Director of Communications (E)																		
	* Municipal Court Administrator (E)																		
N41	* Community Health Director (E)	$ 44.292	$ 45.400	$ 46.535	$ 47.698	$ 48.890	$ 50.113	$ 51.365	$ 52.650	$ 53.966	$ 55.315	$ 56.698	$ 58.115	$ 59.568	$ 61.057	$ 62.584	$ 64.148	$ 65.752	$ 67.396
	* Director of IT (E)	$ 92,128	$ 94,431	$ 96,792	$ 99,212	$ 101,692	$ 104,234	$ 106,840	$ 109,511	$ 112,249	$ 115,055	$ 117,931	$ 120,880	$ 123,902	$ 126,999	$ 130,174	$ 133,429	$ 136,764	$ 140,183
	* 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)	$ 48.721	$ 49.940	$ 51.188	$ 52.468	$ 53.779	$ 55.124	$ 56.502	$ 57.915	$ 59.362	$ 60.846	$ 62.368	$ 63.927	$ 65.525	$ 67.163	$ 68.842	$ 70.563	$ 72.327	$ 74.135
	* Police Chief (E)	$ 101,341	$ 103,874	$ 106,471	$ 109,133	$ 111,861	$ 114,658	$ 117,524	$ 120,462	$ 123,474	$ 126,561	$ 129,725	$ 132,968	$ 136,292	$ 139,699	$ 143,192	$ 146,771	$ 150,441	$ 154,202
	* Public Works Director (E)																		

COUNCIL BILL NO. 2025-551 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 for Fiscal Year 2025-2026; amending the Annual Budget of the City of Joplin for the Fiscal Year 2025-2026 as adopted by Ordinance 2025-143 on October 20, 2025; 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 plan by Ordinance Number 2025-152 on October 20, 2025; and,

WHEREAS, the City Council desires to create a new position to help address the critical needs of Emergency Communications, specifically 911 functions; 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 Unclassified 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 December 2, 2025, 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 for Fiscal Year 2025-2026, shall be in accordance with Exhibit "A" attached hereto and incorporated herein.

Section 3. That additional compensation to members of the Unclassified and Classified service shall be based upon length of service and paid in accordance with the Longevity Pay Plan currently in effect.

Section 4. That fiscal year 2025-2026 budgeted appropriations as adopted by Ordinance 2025-143 be amended by increasing appropriations by the total amount of Forty-One Thousand Six Hundred Fifty Dollars and No Cents ($41,650.00).

Section 5. That the Director of Finance is hereby directed to make all necessary entries on the City records to show the increase in appropriations.

Section 6. That this ordinance shall become effective on December 2, 2025.

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