CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2023-542 – Approving the Salary Administration Plan for Classified and Unclassified positions

MEETING DATE
December 18, 2023

ORIGINATING DEPT
Finance

ATTACHMENTS
CB 2023-542 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 effective November 1, 2024.

BACKGROUND
During the budget work sessions, City Council informally approved a 2% inflation adjustment (COLA) to the Salary Administration Plan for general, police and fire employees, effective November 1, 2023. Additionally, Council moved to increase the general steps from 2.5% to 3%. City Council adopted said pay plans with the 2% inflation adjustment and 3% steps for general employees on October 16, 2023. City Council has now indicated the desire to discuss changing the steps for general employees back to 2.5% from 3%, reflecting a one-year change only.

In order to grant the step increases that have already begun throughout the remainder of the fiscal year, the current pay plan is required to remain in place through October 31, 2023. Therefore, this council bill adopts a new Salary Administration Plan for Classified and Unclassified general employees effective November 1, 2024.

This change will again result in pay for general employees falling in between steps. Consequently, if step increases are granted for fiscal year 2025, general employees will receive the increment to move them to the closest step, plus their corresponding 2.5% step increase on their anniversary date. The cost impact of this will not be known until the FY2025 budget is developed due to changes in personnel that occur throughout the year. It took an estimated two weeks of staff time to implement the change in step plan for November 1, 2023.

FUNDING SOURCE
This item will be included in the FY2025 Budget. The cost impact is unknown at this time.

RECOMMENDATION

Staff makes no recommendation and presents this for council consideration on first reading.