**JOPLIN CITY COUNCIL**
**INFORMAL MEETING**
**MONDAY, FEBRUARY 3, 2025**
**5TH FLOOR COUNCIL CHAMBERS**
**602 S. MAIN ST.**
**5:15 PM**

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This meeting can be livestreamed at http://www.joplinmo.org/182/Video-Multimedia

## AGENDA

1. Joplin Sports Authority Quarterly Update
2. Human Resources Department Update
3. Planning & Neighborhood Services Department Update

Notice posted at 12:00 p.m. on this 30th day of January 2025. (RSMo 610.020)

The City of Joplin is committed to comply with the Americans with Disabilities Act. The Joplin City Council Chambers is wheelchair accessible. Request for reasonable special accommodations must be made 48 hours prior to the meeting. Please email the City Clerk's office at hnagy@joplinmo.org or call (417) 624-0820 ext. 1220 for assistance.

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***Ad Omnia Parata***



# Joplin Sports Authority

JOPLIN CITY COUNCIL

FEBRUARY 3, 2025

JOPLIN
SPORTS AUTHORITY

# Joplin Sports Authority- What are we and what do we do?

We are a 501 (C) (3); not for profit sports commission funded predominately by the city lodging tax.

Mission Statement:

The purpose of this corporation is to attract, promote, provide and support local, state, regional, national and international sporting events to the Joplin area, which will provide economic impact and enhance the quality of life for the residents of the Joplin area.

JOPLIN
SPORTS AUTHORITY

# Agenda:

1. Financial Audit Overview and Results
2. Finalized Year in Review Numbers from FY 2024
3. Synapsis of Upcoming Event Schedule for FY 2025
4. Some “Shout Outs”!

JOPLIN SPORTS AUTHORITY

# The JSA Board of Directors

- Currently has 11 Board members in four categories (excluding Ex-Officio):
  - Appointed- MSSU AD, Joplin Schools AD, Director of Joplin CVB, Director of Joplin Parks and Recreation
  - Citizen Directors- four resident of the city selected by Joplin City Council
  - At-Large Directors- 3 area residents selected by the Joplin City Council
  - Ex-officio Board members- Mayor of Joplin or the designee & the Executive Director JSA (both Non-voting)*

Current BOD:

Officers: Chair-Jhan Hurn; Vice Chair- Patty Vavra; Treasurer- Dave Compton, Secretary- Darieus Adams, Executive Director- Jared Bruggeman*

Directors: Matt Hiatt, Rob Mallory, Patrick Tuttle, Paul Bloomberg, Christopher Byers, Hunter Perry, Mike Clark, Chuck Copple*

JOPLIN SPORTS AUTHORITY

# Financial Audit for FY 2024

- Ben Miller is the auditor
  - Specializes in Not For Profits
  - I have worked with Ben Miller before when he was employed with BKD and audited the MSSU financial statements
  - He is in his 7th year as the auditor for JSA; very thorough, incredibly knowledgeable about Not-For-Profits and has a highly specialized skill set
  - His rates are very reasonable and his organization does excellent work
- The complete audit has been sent to Leslie Haas as per our policies and procedures.
- The audit begins in late November and the draft copy is presented to JSA Executive Director and Finance Manager in late December (right about Christmas).
- The auditor then presents the complete draft audit to the JSA Budget and Audit Committee the first week in January. After any discussion it is voted to be accepted and approved as well as the Form 990.
- The JSA Budget and Audit committee then presents the completed audit and any discussion items and recommendations to the full board for approval. This was approved on January 8th.
- The final version is submitted to Leslie and with an additional 30 copies for the City.

JOPLIN SPORTS AUTHORITY

# The results of the JSA FY2024 Audit

- Independent Auditor Report, "In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of JSA as of October 31, 2024, and the changes in its net assets and the its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America".
- Financial Highlights:
  - The JSA has no outstanding long-term liabilities
  - Net position down by $20,827 (this is consistent with other not for profits that utilized the PPP loan program and the Employee Retention Credit Program; Previous year net position was down $97,398);
  - JSA is in strong financial health and good job done by JSA financial leadership
- It was a complete clean bill of health with no recommendations and no findings! Thank you to our staff and particularly Steve for due diligence on maintaining records and using proper procedures!

JOPLIN SPORTS AUTHORITY

# FY 24 Year in Review: Current Economic Impact Summary

- Fiscal Year 2024 which is November 2023 – Oct 2024 (Previous Year)
- Number of Events – **27** **(31)**
- Room Nights Generated – **15,635** **(13,898)**
- Market Average Daily Rate (ADR) - **$108.04** **($101.86)**
- Total Market Room Revenues - **$1,689,283** **($1,415,586)**
- Avg. Incidental spending per guest - **$116.49** **($99.00)** (Missouri Division of Tourism)
- Total Incidental spending by lodging guests - **$5,103,660** **($4,010,243)**
- Total Tax Revenues derived from Lodging Operations - **$216,819** **($181,691)**
- Total Tax Revenues derived from incidental spending - **$432,535** **($339,826)**
- Total Tax Revenues - **$649,355** **($521,558)**

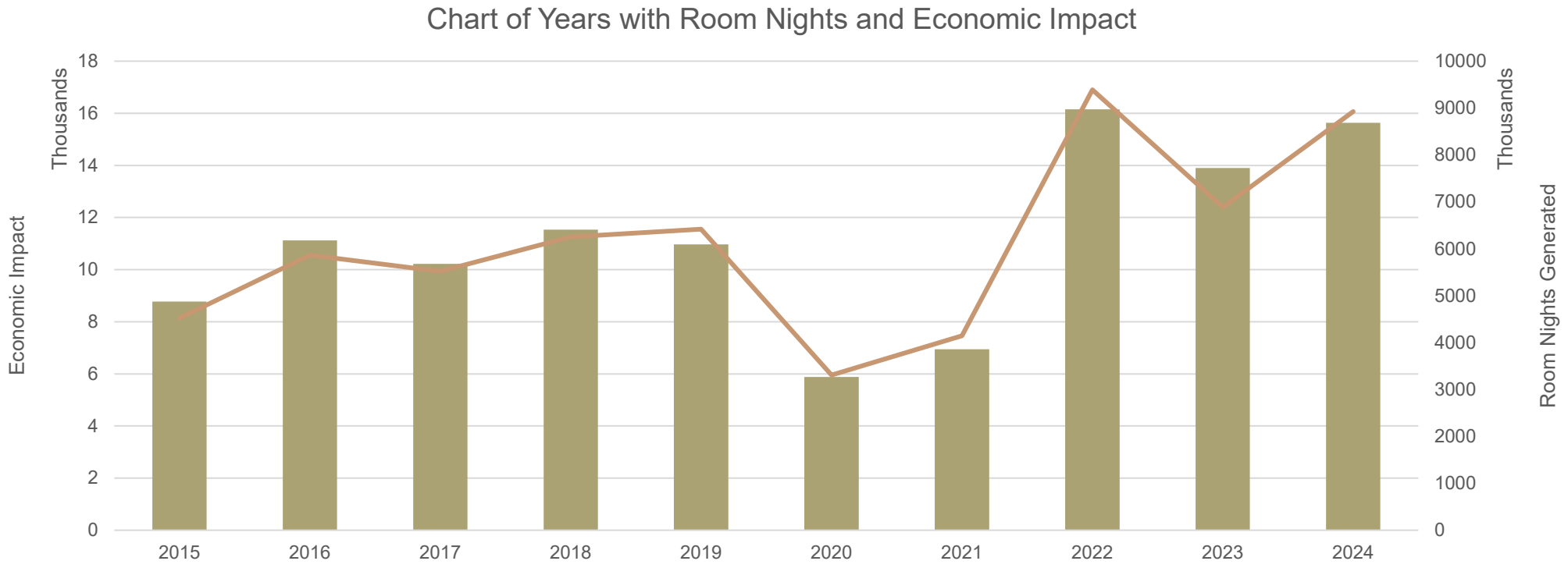
JOPLIN SPORTS AUTHORITY

# FY 24 Year in Review: Current Economic Impact Summary

- Total Economic Impact - **$ 8,927,622 ($6,889,265)**
- FTE Jobs Created (state formula of 5 labor hours per room night) – **37.6 (33.4)**
- Total JSA event expenses - **$411,033.60 ($378,431)**
- Avg. JSA event expenses per room guest – **$9.38 ($9.34)**
- Total Net ROI - **$8,516,589 ($6,510,834) An increase of over $2M!**
- **ROI Ratio – 20.7:1 (18.2:1) Goal set initially for organization is 10:1**

JOPLIN SPORTS AUTHORITY

# Last decade of data on Room Nights and Economic Impact



# Some of the great events scheduled so far for this FY2025!

- There are over 30 events scheduled as of right now; we anticipate that number growing marginally
- Low end of the estimate on participants in these events is over 11,500 (not including coaches, officials, support staff, parents and fans)
- Some of the larger and significant events include:
  - The MCSAA Winter, Spring and Fall State Championships (February)
  - NJCAA D-2 Women's Basketball National Championship (March)
  - KCAC Women's Golf Championship (April)*
  - KCAC Baseball Championship (May)*
  - MIAA Baseball Championship (May)*
  - NJCAA Region 16 Baseball Championship (May)
  - MCSAA Spring Festival (May)
  - MSHSAA Boys Class 3 Golf State Championship (May)
  - Summer Baseball Tournaments including HOAT and one Premier Baseball Tournament
  - Ragnorak Swim Meet (July)
  - The AJGA Roper Honda Joplin Junior Championship (August)
  - The Southern Stampede (September)
  - MCSAA Fall Festival (October)
  - NCAA Division 2 Cross Country Central Regional (November)*New cycle for NCAA Bids
  - NCCAA D2 Volleyball (November)-Last of 3 year bid
  - NCCAA D1 & D2 M&W XC National Championship (November)*first of 4 year deal

JOPLIN SPORTS AUTHORITY

# Special Thank You to our city staff and management!



# Thank you to our sponsors!

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12 abc HD KODE

MOE Budweiser

MOE's SOUTHWEST GRILL

PARKWOOD TOURNAMENTS

Joplin Schools

Saia Smile Center dental spa

Liberty

FREEMAN Health System Orthopaedics & Sports Medicine

LAFERLA WILSON ORTHO SPECIALIZING IN ORTHODONTICS Creating smiles with style

OZARK CHRISTIAN COLLEGE

CROSSLAND CONSTRUCTION COMPANY, INC.

CHICAGO-STYLE PIZZERIA GUSANO'S

MISSOURI SOUTHERN STATE UNIVERSITY

CLUB 609

MACCO BUILDERS

JOPLIN PARKS & RECREATION

THE JOPLIN GLOBE

SMC OUR KNOWLEDGE IS YOUR POWER

Hackett Hot Wings

ARVEST BANK Member FDIC

JOPLIN Area Chamber of Commerce

# Any questions?

THANK YOU FOR YOUR TIME!




- Contact Information:
- Jared Bruggeman
- Executive Director
- Joplin Sports Authority
- O: 417-625-1006
- Email: jared@joplinsports.org
- www.joplinsports.org


JOPLIN SPORTS AUTHORITY



# HR/RISK DEPARTMENT UPDATE

COJ Team | February 2, 2025

# HR/RISK DEPARTMENT UPDATE

***HR/RISK TEAM***

| | |
|---|---|
| **Michelle** | **Director** |
| **Josh** | **HR Specialist** |
| **Sherry** | **HR Specialist** |
| **Latrisha** | **Admin. Assistant** |
| **Tiffany** | **HR/Safety Manager** |



Manages Hiring, Employee Onboarding, New hire Orientation, Benefits Enrollment and Changes, COBRA Enrollment, Employee Counseling, Coaching Supervisors, Education Assistance, Police Academy Tuition, LAGERS Retirement, Bereavement, Employee Safety and Employment Law Compliance Training, Supervisor Training, ADA, FMLA, Workers' Compensation, Care Leave (Short Term Disability), Property & Casualty Insurance, Cyber Insurance, Law Enforcement, Health Clinic, Employee Liability Insurance, Fine Arts Insurance, Surety and Notary Bonds, Emergency Action and Safety Plans, Health, Federal Transit & Federal Aviation Compliance Reporting and more…..

# HR/RISK DEPARTMENT UPDATE

HR/RISK Department Overview: Key Statistics

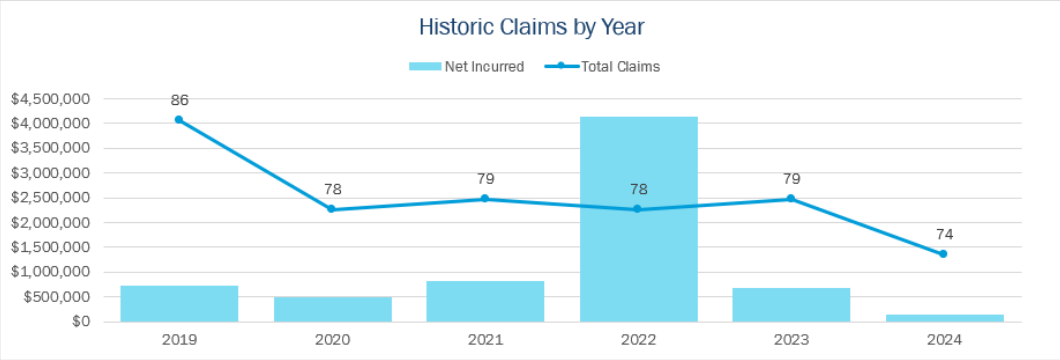
| DESCRIPTION | FY 2022 | FY 2023 | FY 2024 |
|---|---|---|---|
| Applicants | 997 | 1303 | 1263 |
| Total Hired | 221 | 328 | 128 |
| Turnover Number of Employee Exits | 84 | 78 | 107 |



# HR/RISK DEPARTMENT UPDATE

HR/RISK Department Overview: Key Statistics

| DESCRIPTION | FY 2022 | FY 2023 | FY 2024 |
|---|---|---|---|
| Workers Comp Claims | 78 | 79 | 74 |
| Workers Comp Claims Costs | $4,135,868 | $683,802 | $151,565 |
| Liability Claims | 16 | 7 | 23 |
| Liability Claims Costs | $1,503,915 | $767,937.61 | $46,452.92 |



# HR/RISK DEPARTMENT UPDATE

2024 and 2025 Key Initiatives to begin and/or continue in FY 2025

## 1. Succession Planning

- Sixty (60) or more employees who are/will become retirement eligible within the next five years
- To ensure the continuity of City/Department operations, HR has begun identifying impacted positions and will meet with affected Departments beginning 2nd quarter 2025 to develop a cross training and skills readiness plan for their teams to implement starting no later than 1st quarter 2026

# HR/RISK DEPARTMENT UPDATE

2024 and 2025 Key Initiatives to begin and/or continue in FY 2025

## 2. SAFETY

- Engage the City's Safety Committee to revise Emergency Action Plans for departments and present them to Council for adoption by November 2025 *In progress*

- Partner with Risk Assessment and Workers' Compensation Third Party Administrators to review the types/frequency of workers' injuries and

a. Maintain zero loss work time (**Successfully achieved FY 2024**)
b. Create an action plan to reduce injury expenditures by 10% by December 2026. HR and TPA will coordinate with Occupational Health professionals in our area to create and implement plans starting no later than 3rd quarter 2025.

# HR/RISK DEPARTMENT UPDATE

2024 and 2025 Key Initiatives to begin and/or continue in FY 2025

## 3. STAFF DEVELOPMENT

- Continue fundamentals training with the Missouri Training Institute for 50 supervisors by December 2025





# HR/RISK DEPARTMENT UPDATE

2024 and 2025 Key Initiatives to begin and/or continue in FY 2025

## 4. Compensation Study

- In 3rd quarter 2025, conduct compensation comparison between benchmark municipalities and private sector – to be completed for summer 2026 budget planning
- Determine positions that fall below 90% percentile for market average wages
- Identify compression between positions and propose plan to adjust it

# HR/RISK DEPARTMENT UPDATE

Additional 2025 Projects and Major Tasks

## 5. Handbook and Job Description Review

- Review proposed policy revisions
- Conduct job description reviews for at least 3 City departments with Personnel Board by November 2025




# Thank you







# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES UPDATE

COJ Team | Feburary 3rd, 2025

# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

Planning, Development & Neighborhood Services Department Overview: Key Functions

- The Planning Division is responsible for City Zoning Regulations, Land Development Requirements, Transportation Planning, Community Development, Neighborhood Services and Economic Development Programs.
- The Building Division works continuously to ensure Joplin's residential and commercial buildings are safe and meet the highest standards through construction plan reviews and residential and commercial inspections.
- The Neighborhood Services Division works in partnership with property owners to build safe, strong and vibrant neighborhoods.
- The various divisions provide clear and concise information to the Zoning & Planning Commission, Historic Preservation Commission, Joplin Area Transportation Study Organization, Complete Streets Committee, Board of Adjustment, Building Board of Appeals, Joplin Redevelopment Corporation to aid them in the decision-making process.

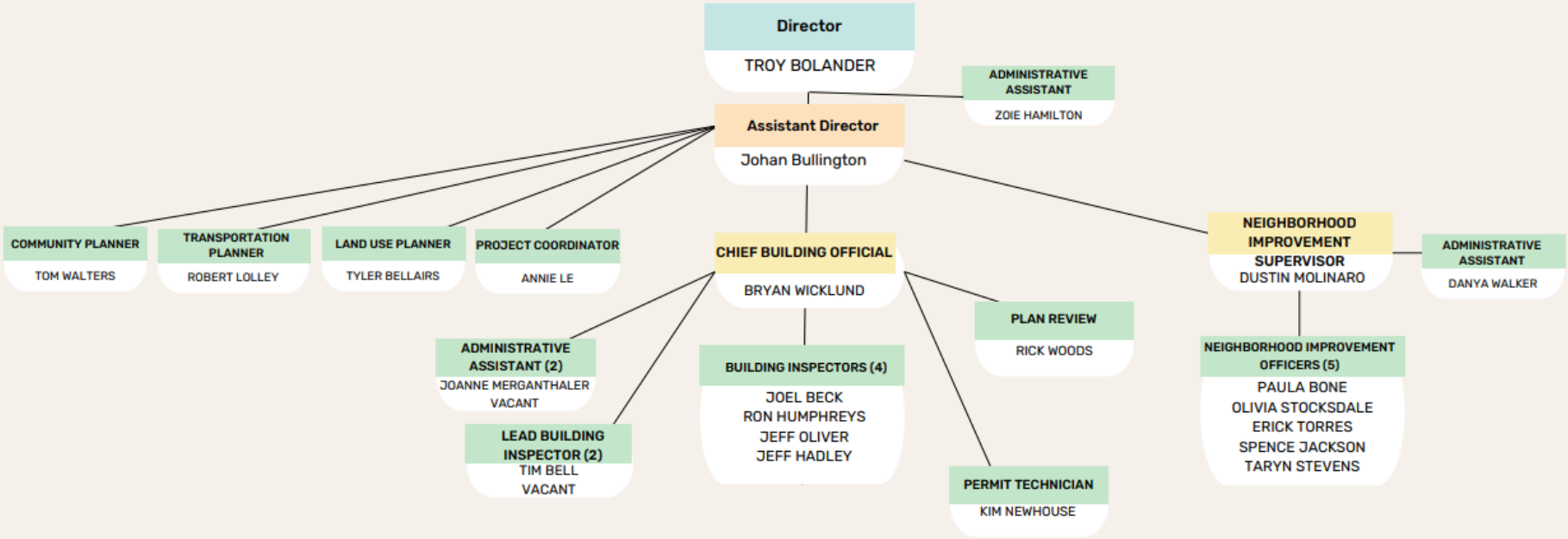
# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

## Key Statistics

| Description | FY2023 | FY2024 |
|---|---|---|
| Predevelopment Meetings | 128 | 182 |
| Commercial Plan Reviews | 24 | 131 |
| Residential Plan Reviews | 130 | 374 |
| Sign Permit Reviews | 80 | 132 |
| Fence Permit Reviews | 312 | 349 |
| Building Permits Issued | 3,954 | 4,736 |
| Number of Building Inspections | 9,605 | 9,936 |
| Neighborhood Services SeeClickFix Complaints | 1,486 | 1,243 |
| Citations Issued | 57 | 381 |

# PLANNING, DEVELOPMENT AND NEIGHBORHOOD SERVICES

## ORGANIZATION CHART



***Meet the Planning, Development & Neighborhood Services Department Staff!***







# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

Staffing Update:
Two Vacant Positions –
Lead Building Inspector (Dangerous Bldg)
Administrative Assistant

| **Planning & Community Development Divisions** | | **Hire Date** | **Yrs** |
|---|---|---|---|
| Troy Bolander | Director of Planning, Dev & N.S. | 10/31/1994 | 30 |
| Johan Bullington | Asst. Director of Planning, Dev & N.S. | 07/01/2013 | 11 |
| Zoie Hamilton | Administrative Assistant | 08/19/2024 | <1 |
| Robert Lolley | Planner, Transportation | 04/03/2000 | 24 |
| Tom Walters | Planner, Community Development | 11/02/2017 | 7 |
| Tyler Bellairs | Planner, Land Use | 10/31/2022 | 2 |
| **Building Division** | | | |
| Bryan Wicklund | Chief Building Official | 03/17/2003 | 21 |
| JoAnne Merganthaler | Administrative Assistant | 07/10/2023 | 1 |
| Kim Newhouse | Buiding Permit Technician | 07/15/2005 | 19 |
| Rick Woods | Plans Reviewer | 04/23/2012 | 12 |
| Tim Bell | Lead Building Inspector | 08/01/2022 | 2 |
| Joel Beck | Building Inspector | 06/26/2023 | 1 |
| Ron Humphreys | Building Inspector | 07/15/2024 | <1 |
| Jeff Oliver | Building Inspector | 11/01/1999 | 25 |
| Jeff Hadley | Building Inspector | 01/30/2023 | 1 |
| **Neighborhood Services Division** | | | |
| Dustin Molinaro | Neighborhood Improvement Supervisor | 07/05/2023 | 1 |
| Danya Walker | Administrative Assistant | 06/18/2011 | 13 |
| Annie Le | Project Coordinator | 10/28/2024 | <1 |
| Paula Bone | Neighborhood Improvement Officer | 03/14/1994 | 30 |
| Olivia Stockdale | Neighborhood Improvement Officer | 09/11/2018 | 6 |
| Erick Torres | Neighborhood Improvement Officer | 07/31/2023 | 1 |
| Spence Jackson | Neighborhood Improvement Officer | 08/28/2023 | 1 |
| Taryn Stevens | Neighborhood Improvement Officer | 02/14/2024 | 1 |

# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

## Key Initiatives & Projects

- Land Use –
  Adopt Revisions to the Zoning Code as well as Planning & Zoning Commission & Council continuing education.
  Adopt a Master Sign Plan that includes potential corridors where size & height amendments are needed.

- Community Development
  Formulation of 2025-2029 Consolidated Plan is underway to guide us through the next 5 years
  Eight single family homes constructed in the last 2 years funded with HOME
  Homebuyer townhome/duplex constructed with HOME with 3 additional units starting in 2025
  Revive the Tool Lending Library Program
  Neighborhood Infrastructure:
  Stormwater & Sanitary Sewer in East Town
  Sidewalks, Curb & Gutter $3.3 million CDBG-DR funds authorized for LMI Census Tracts

- Transportation –
  Update MPO Plans:
  TIP Transportation Improvement Plan (4 year plan)
  MTP Metropolitan Transportation Plan (25-30 year plan)
  Public Participation Plan
  Origin & Destination Study
  SS4A Safe Streets and Roads for All Safety Plan

# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

## Key Initiatives & Projects Continued

- Building Division –
  Both the Building Division & Neighborhood Services Division Conducted a windshield survey within the last 12 months for over 6,000 properties within the 4 Qualified Census Tracts that eligible for ARPA funding.
  Continue to implement the International Property Maintenance Code
  The first phase of Online Building Permits should be available in 2025
  Update Building Codes to the International Building Code 2024 edition. (Every 6 years)

- Neighborhood Services -
  Continuation of Implementation of Action Plan Strategies 7 & 8
  Addressing Declining Neighborhoods: Vacant lot inventory
  Complete research of Vacant & Dangerous Building programs/registries.
  Begin the development of a Neighborhood Improvement Program

# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

ARPA: JHAP(2)
Program Update

## Joplin Homebuyer Assistance Program (2)

- Budget $3,000,000
- Not limited to the 4 Qualified Census Tracts
- Program rolled out May 1, 2024 & the final closing was cut Dec 6, 2024
- 87 Homes purchased
- Full Budget of $3,000,000 has been expended

# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

ARPA: JHRP(2)
Program Update

## Joplin Homeowner Rehabilitation Program (2)

- Budget $2,000,000
- Council approved partnership with Economic Security Corp August 20, 2024
- 112 Applications Received
- 38 Inspections Completed
- 9 Rehab Projects have been completed or partially completed
- $154,741.69 has been expended to date
  HVAC Replacements
  Roof Replacements
  Guttering & Fascia Replacements
  Door & Window Replacements

# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

ARPA: Demolition Program Update

## Joplin ARPA Demolition Program

- Budget $2,000,000
- 11 Vacant & Dangerous Buildings have been demolished to date
- 17 Vacant & Dangerous Buildings are in various stages of either Voluntary Demolition approval or are working with Building Board to make improvements to the properties
- $127,806.46 has been expended to date
- The windshield survey results are being utilized to contact property owners who may be eligible for this program.

# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

Lead Hazard Reduction Program to begin in FY2025

## Joplin Lead Hazard Reduction Program

- October 8, 2024 HUD announced more than $420 million awarded to remove lead hazards from homes to ensure the safety of children, residents & families.
- Budget $3,500,000
- Economic Security Corporation and the City of Joplin will work together to ensure project completion within the 4-year grant period.

# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

## Additional Projects and Major Tasks

- Homeless Coalition – System of Care team to begin implementing tasks identified as part of the Homelessness Strategic Plan.
- HOME ARP & Consortium –
  ARP funds will be fully committed to construct a multifamily development for homeless & at risk of homeless, approximately 10 units.
  Joplin Economic Housing Development Initiative has leveraged CHDO status granted by the Consortium to receive FHLB funds to construct a 10-plex unit. A second 10-plex unit will be funded within the next 10 years with the HOME program.
- Historic Preservation –
  Continue to identify and nominate local landmarks.
  Survey of North Heights will be completed over multiple years in 4 phases.
  Sunshine Lamp District Standards have been updated to include incorporation of neon signs
  Timing and feasibility of updating the Downtown Preservation Plan will be evaluated
- Complete the Housing Revitalization Program
- Continue oversight of the Citywide Broadband Project
- Continuation to Increase Economic Opportunities through a Strategic Annexation Plan

# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

## Action Plan Strategies:

- Improving Community Appearance:
  - Strategy 3: Review Zoning Code for Additional Beautification Enhancements
  - Strategy 4: Review Sign Code for Additional Beautification Measures
  - Strategy 5: Review Non-Residential Property Maintenance Code for Additional Bldg Maint Measures
  - Strategy 7: Complete Streets
- Addressing Declining Neighborhoods
  - Strategy 1: Housing Revitalization Plan
  - Strategy 2: Neighborhood Improvement Zone Project
  - Strategy 3: Review Other City Codes
  - Strategy 4: Strengthen Home Repair Program
  - Strategy 6: Reduce Number of Vacant & Dangerous Buildings in Community
  - Strategy 9: Joplin Homeowner Assistance Program
  - Strategy 10: Develop Phased Approach to Bring Affected Housing Units into Code Compliance
  - Strategy 11: Rental Property Inspection and Permitting Program
  - Strategy 12: Property Maintenance Litigation Tools
  - Strategy 13: Tenant Bill of Rights
- Increase Economic Opportunities
  - Strategy 1: Annexation Program
  - Strategy 2: Operational Assessment
  - Strategy 4: Smart Cities Initiative – Internet Connectivity
- Address Homelessness
  - Strategy 3: Maintain Property Maintenance

# PLANNING, DEVELOPMENT & NEIGHBORHOOD SERVICES DEPARTMENT UPDATE

## Succession Plan:

Assistant Director of Planning, Development & Neighborhood Services has been put in charge of the department on multiple occasions.

Chief Building Official has also been exposed to managing the department in the absence of the Director.

Senior Planner is being exposed to more aspects of department operations.

# Questions?