JOPLIN CITY COUNCIL
INFORMAL MEETING
MONDAY, NOVEMBER 7, 2022
5TH FLOOR COUNCIL CHAMBERS
602 S. MAIN ST.
5:15 P.M.

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

AGENDA

1. Staffing Update
2. Public Works Restructuring

Notice posted at 12:00 pm. on this 3rd day of November 2022. (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.

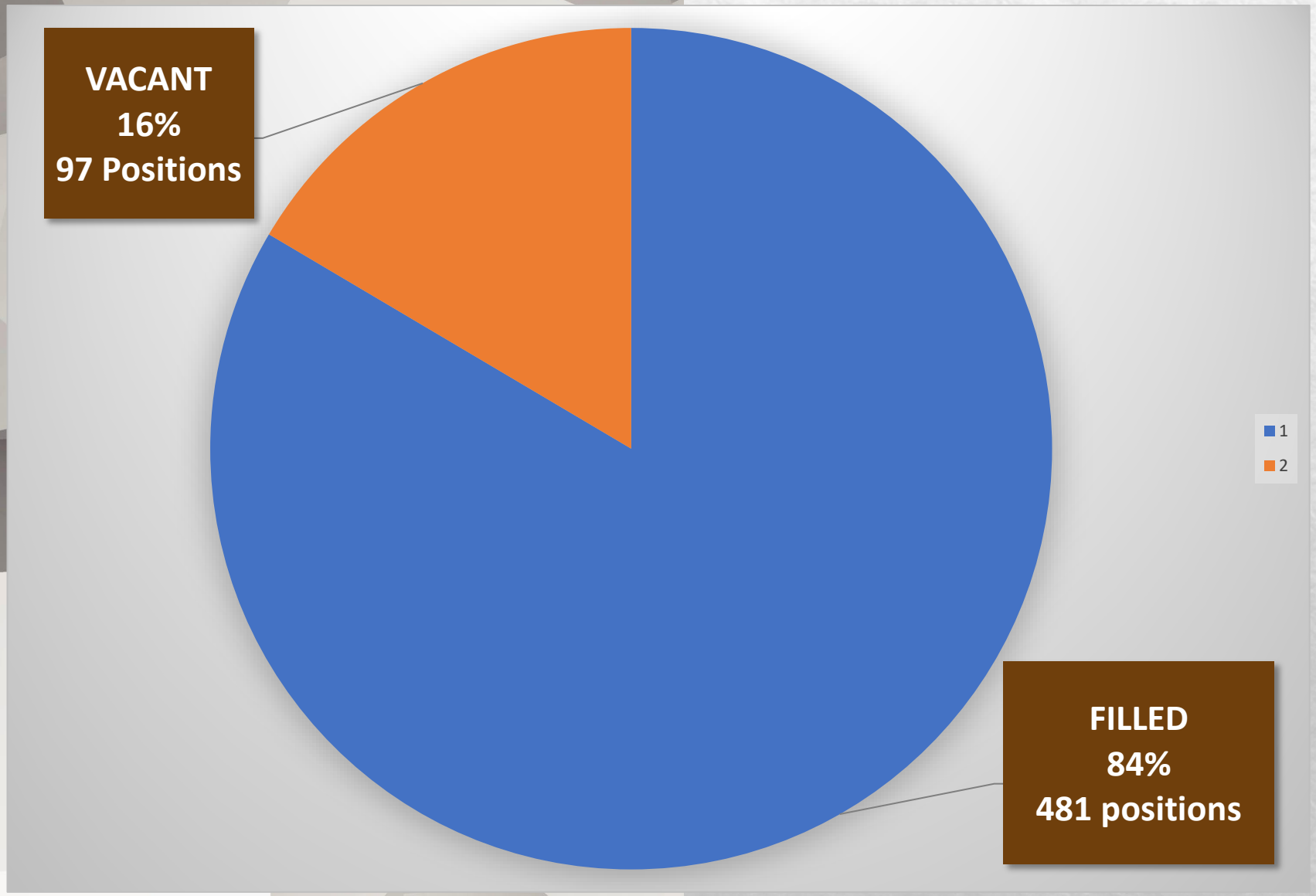
Ad Omnia Parata

City of Joplin Staffing Update

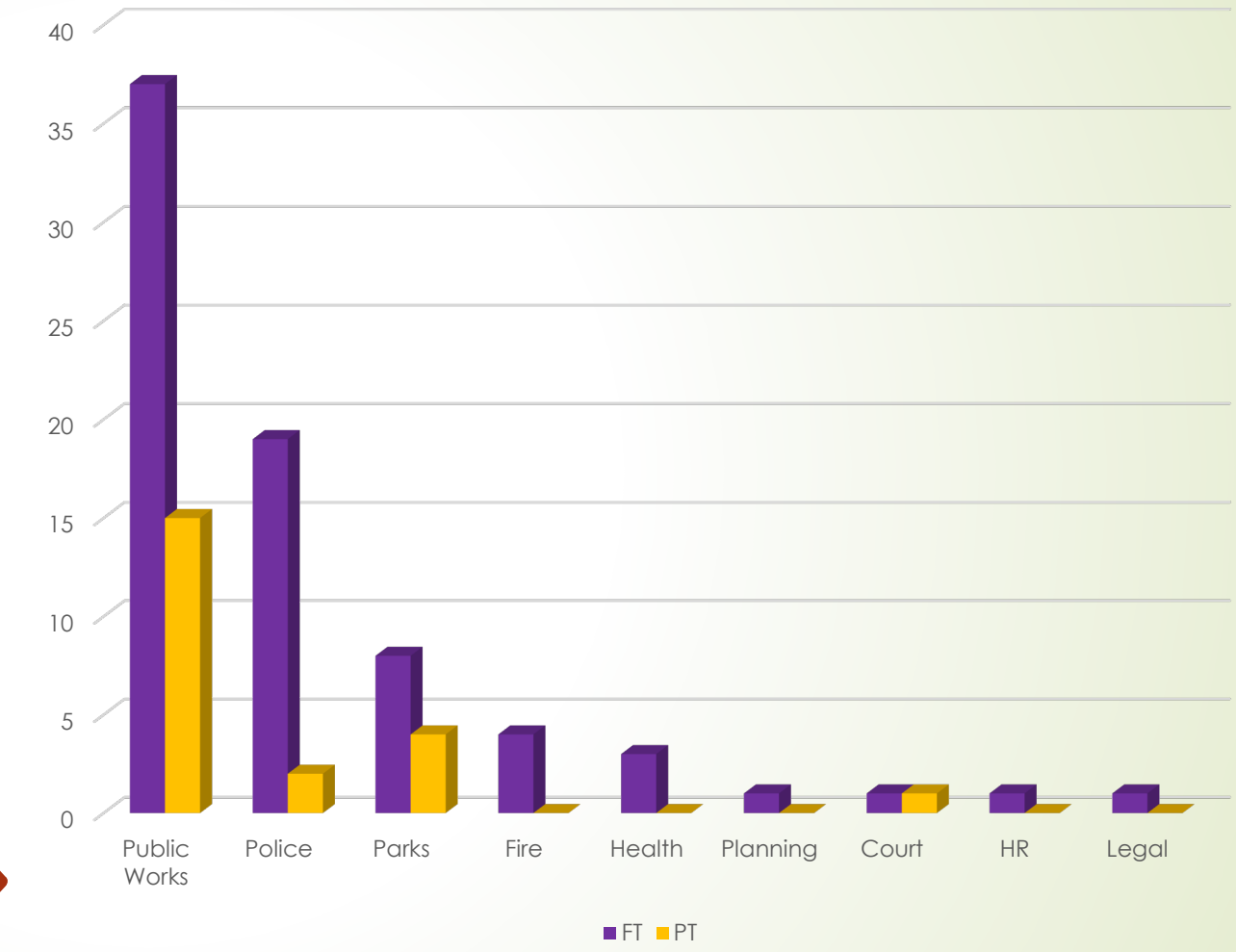
November 7, 2022

JOPLIN
MISSOURI

Position Status as of 10.31.22



Vacancies by Department



Positions Filled Last 90 Days

50

Police Officer

Police Officer Trainee

Detention Officer

Public Safety Communications Operator

School Crossing Guards & Supervisor

Accounting Specialist

Transit Dispatcher

Building Inspector

Court Assistant I

Peer Counselor – Health

HR Admin Assistant

Parks Caretaker

PT Cashier

Recreation Instructor

Laborer-Seasonal

Outside Service Attendant

Asst. WW Plant Superintendent

Custodian

Airport Operations Worker

Transit Dispatcher

Library Manager II

Library Assistant

RECRUITING SOURCES

Advertising

Television

Radio

Newspaper/Magazines

Digital Media

Joplin Job Center

LinkedIn

Indeed

College Career Boards

Professional Associations

American Society of Safety Professionals

American Planning Association

American Public Works Association

Society of Human Resources Management

Community Outreach

City Employees

Crowder College

Franklin Tech

MSSU – Environmental Health Program

Pittsburg State University – Automotive Tech Program

Non-profits/Shelters

Industry Colleagues

And more…

2022 New Hires:

Job postings/outreach

City Website: 89,063 views

Digital: 387,389 views

Job Fairs/School Visits: 6 with over 3000 participants

Also did TV/Radio/Paper Ads

Total Applicants: 811
Total Hired: 84

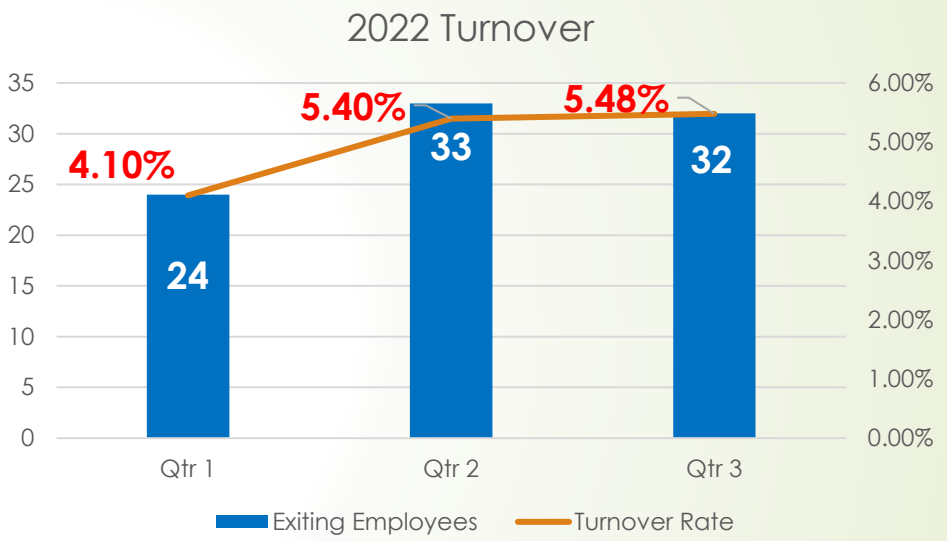
How people learn about careers at the City:

- Employee referrals
- TV/Radio/Digital Ads

Job boards
LinkedIn
Social Media
School Teacher/ Counselor

Turnover

15%


2022 Turnover
35
30
25
20
15
10
5
0
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
4.10%
5.40%
5.48%
24
33
32
Qtr 1
Qtr 2
Qtr 3
Exiting Employees
Turnover Rate

PROPOSED SOLUTIONS



Paid Apprenticeships and Internships



Fill positions from Existing Applicant Pool/Temp-to-hire/Fill PT for vacant FT positions



Complete Full Market Study/Implement Pay Equity Plan



Create employee referral incentive plan to fill vacancies



University or In-house Training Programs (CDL)



Develop employee career path/Succession Planning



Department Open Houses / Class Visits

Public Works Transition Plan

Daniel Johnson Public Works Director

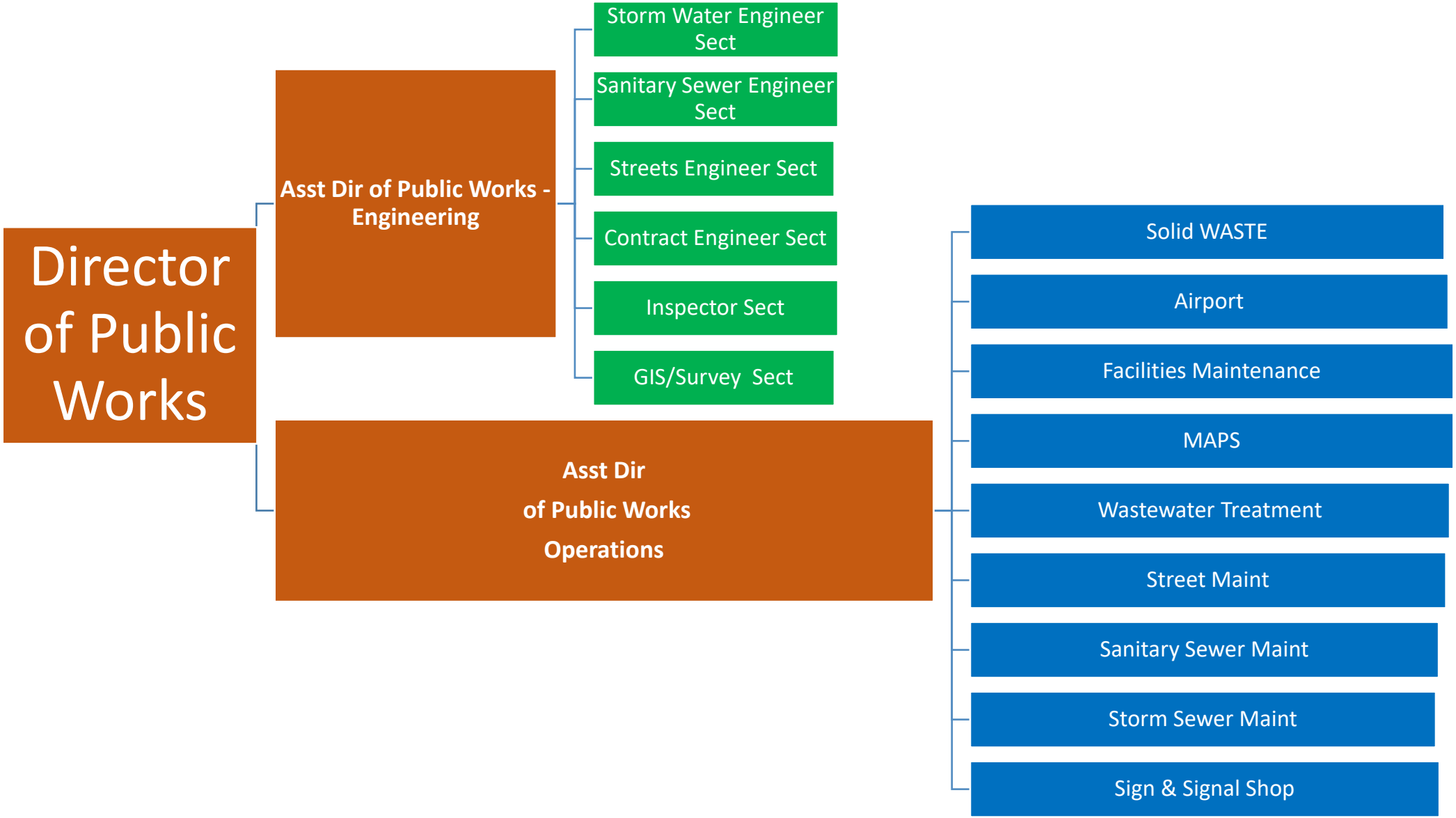
Overview of Services

- Public Infrastructure Projects
- Transportation Maintenance
- Public Infrastructure Maintenance
- Transit
- Facility Maintenance
- Wastewater Collection & Treatment
- Solid Waste & Recycling
- Airport

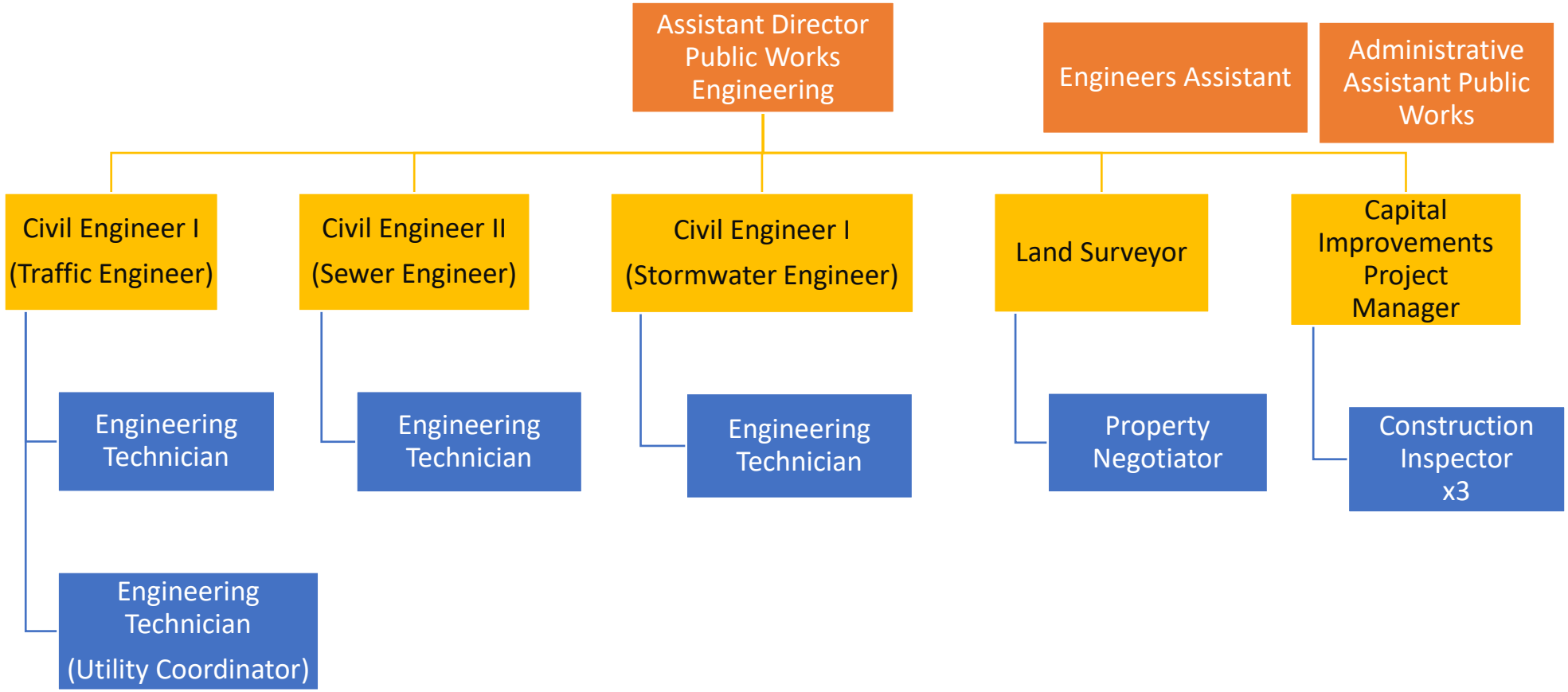
Leadership

- Purpose & Opportunity
  - Provide Leadership at all times 24/7
  - Identify issues and provide solutions
  - Evaluation policies/practices
  - Maximize Resources to the greatest extent feasible/possible
    - Personnel
    - Funding
    - Equipment

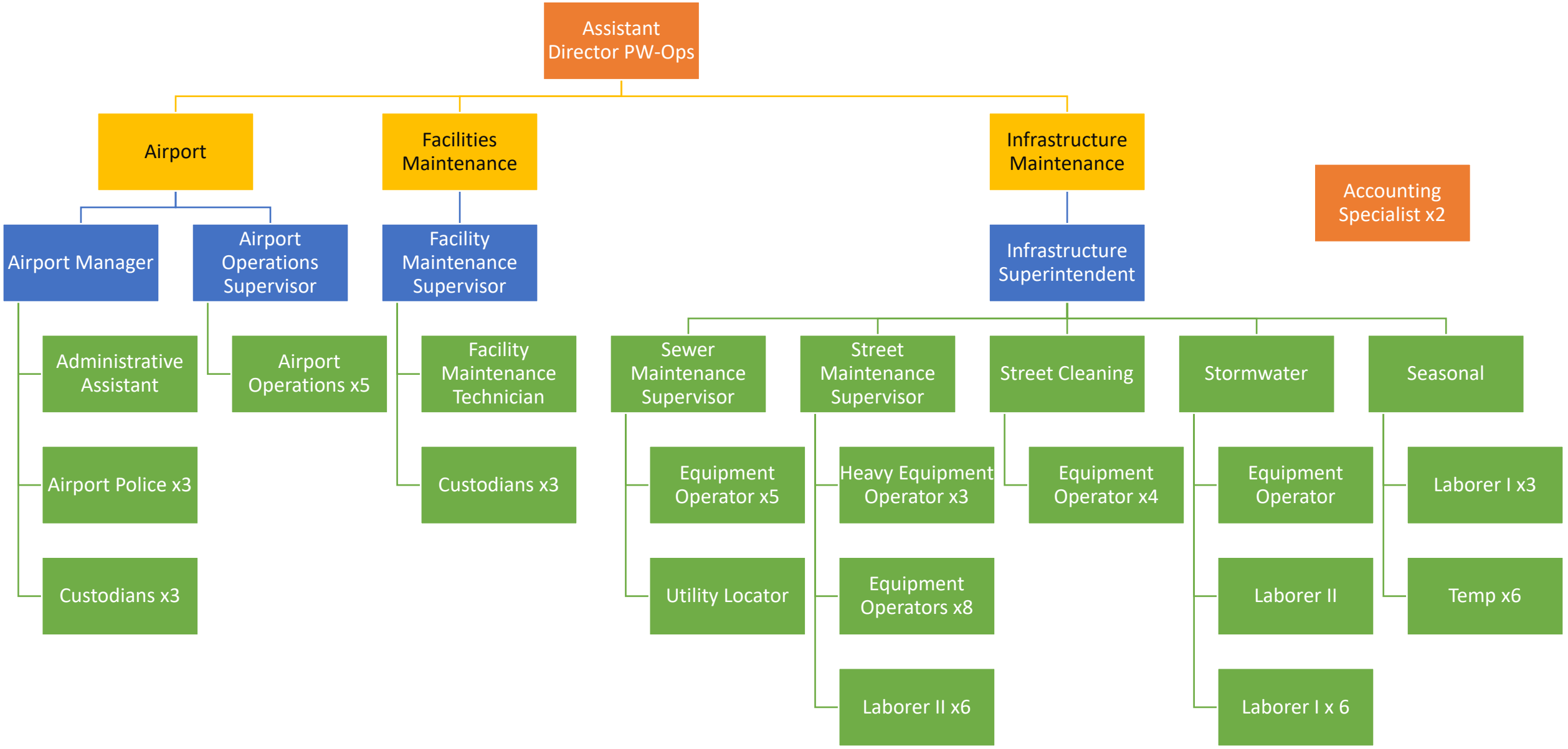
PUBLIC WORKS



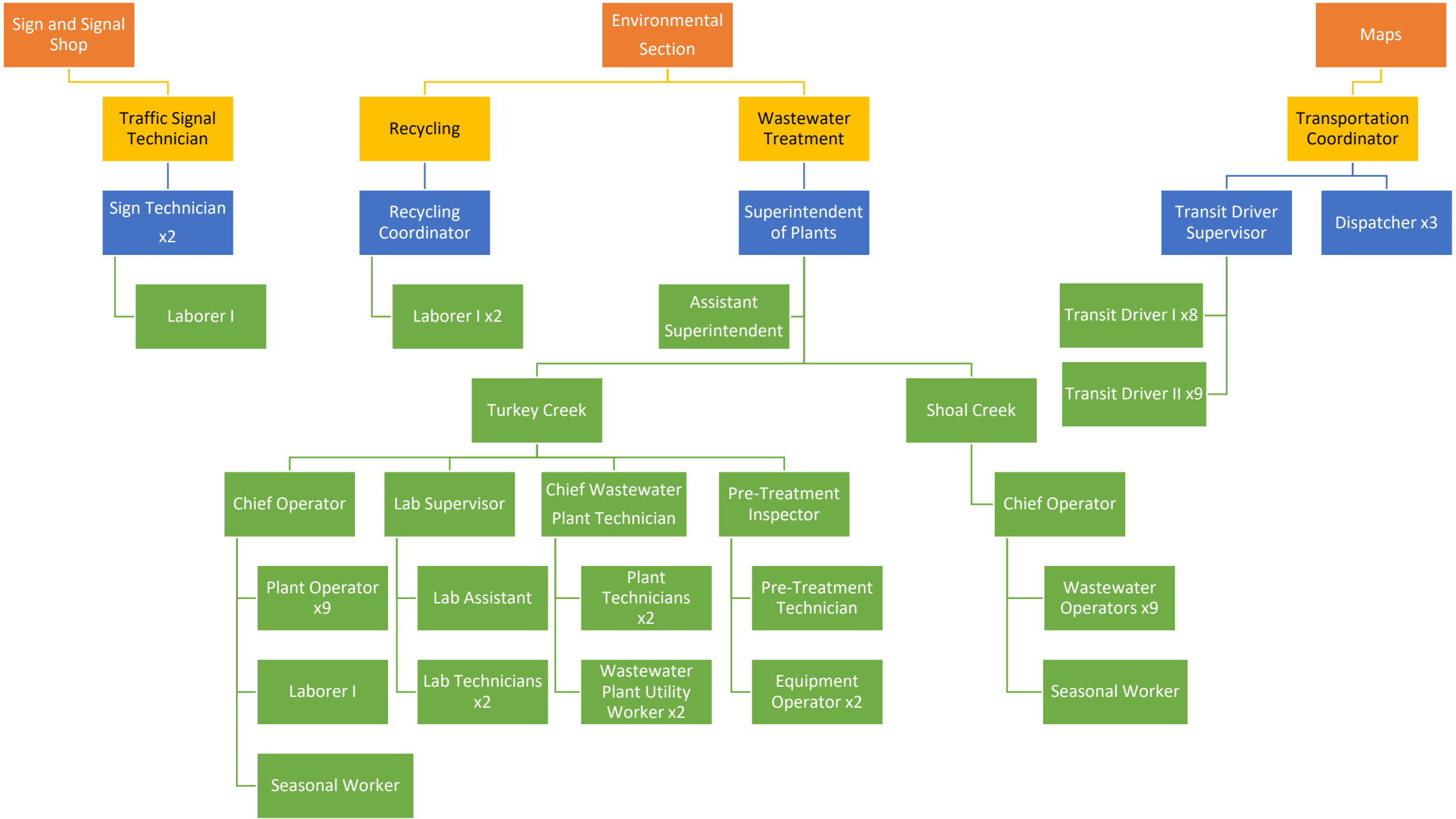
Public Works Engineering



Public Works Operations



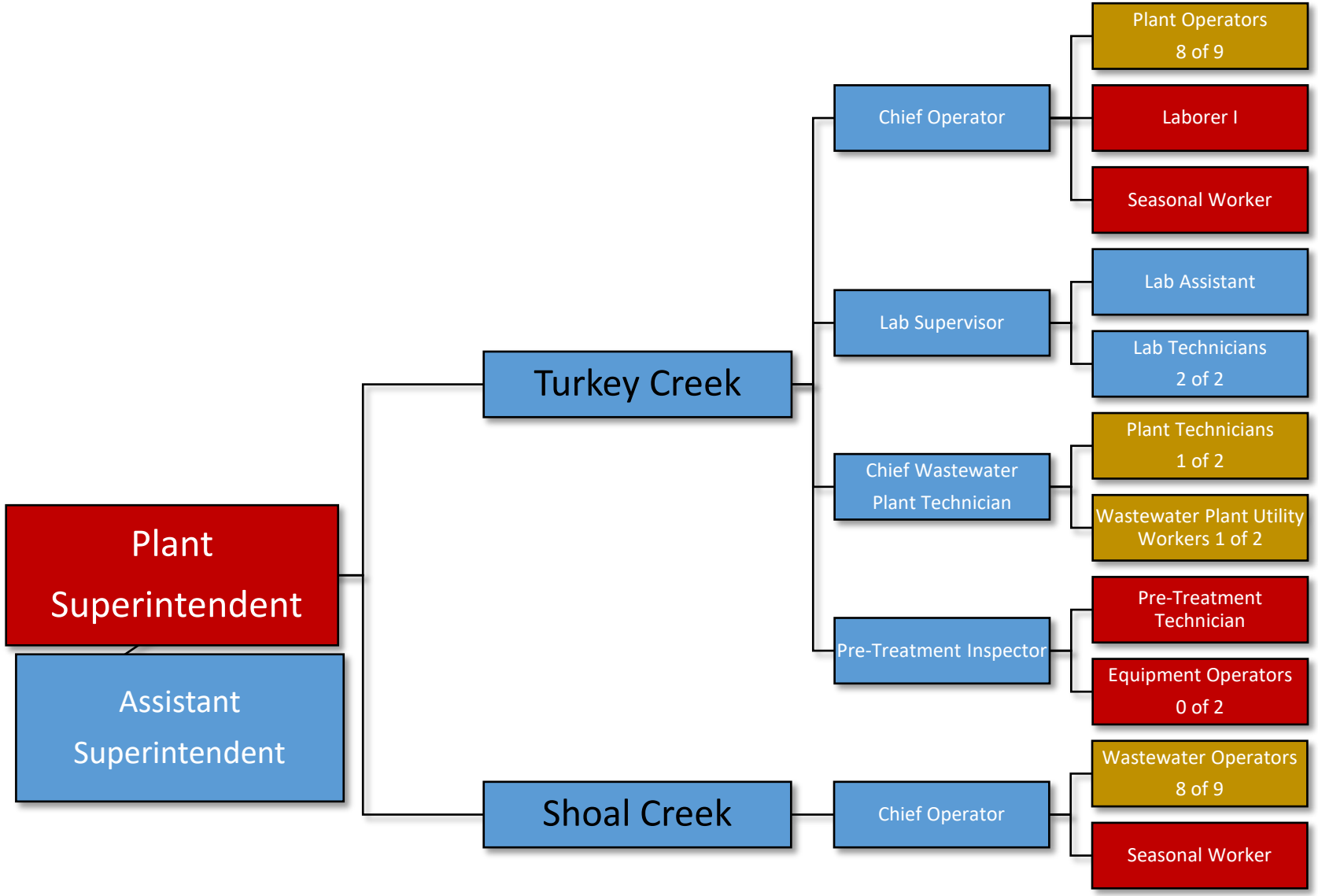
Public Works Operations (Cont.)



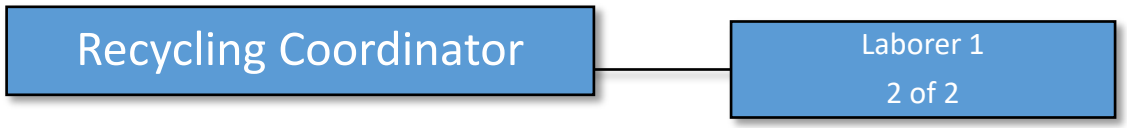
Divisions

- Engineering
- Wastewater Treatment
- Recycling/Solid Waste
- Sign & Signal Shop
- Airport
- Infrastructure
- Facility Maintenance
- Transit

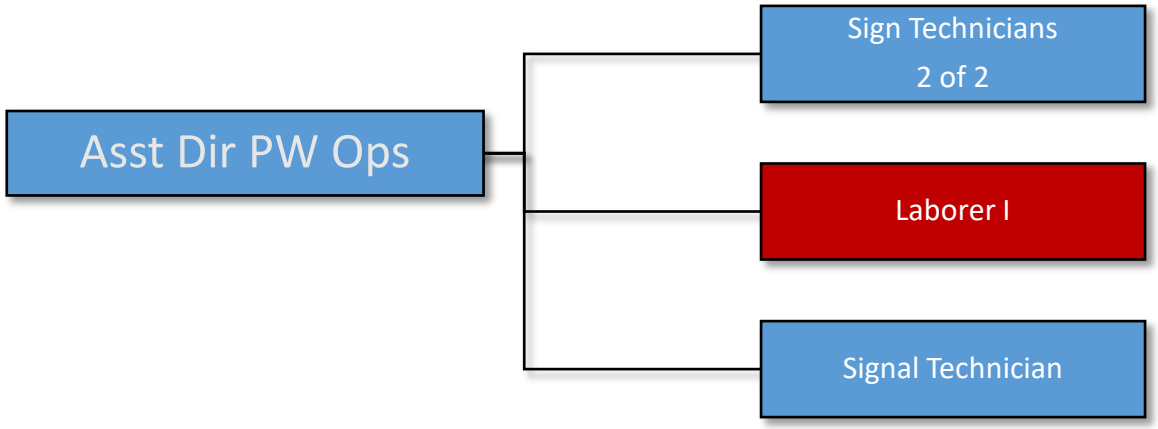
Public Works Operations (Wastewater)



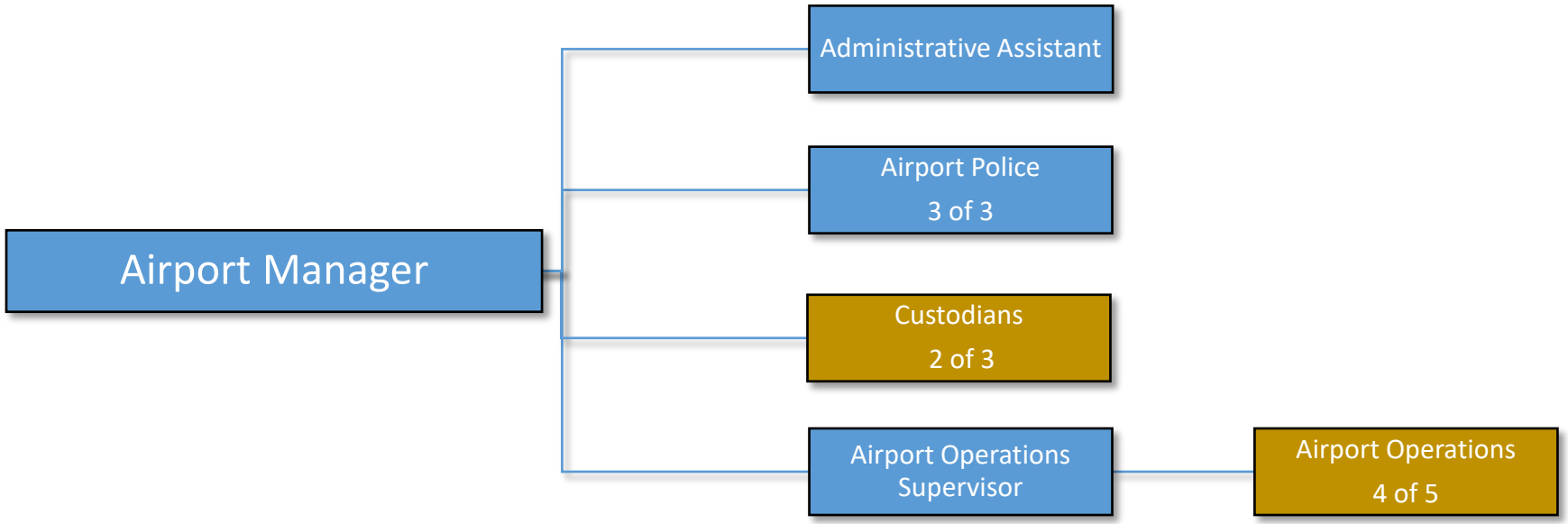
Public Works Operations (Recycling)



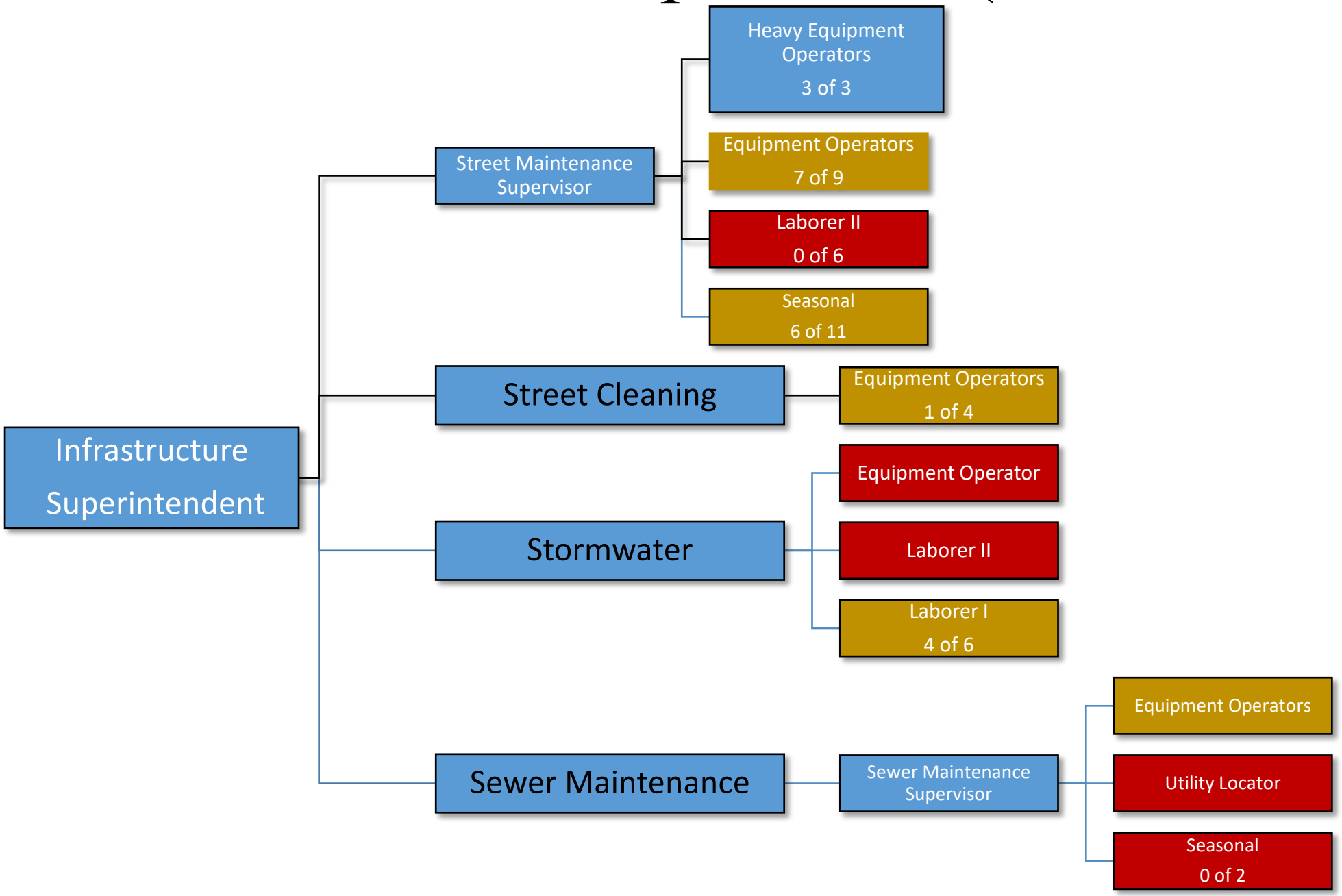
Public Works Operations (Sign and Signal Shop)



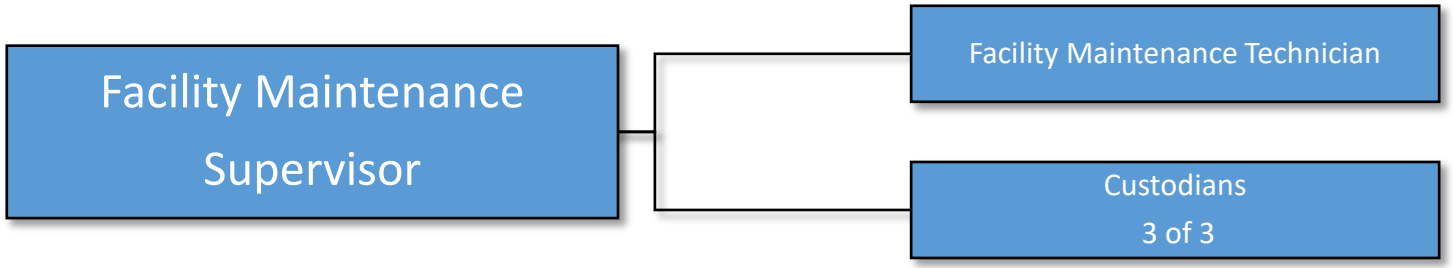
Public Works Operations (Airport)



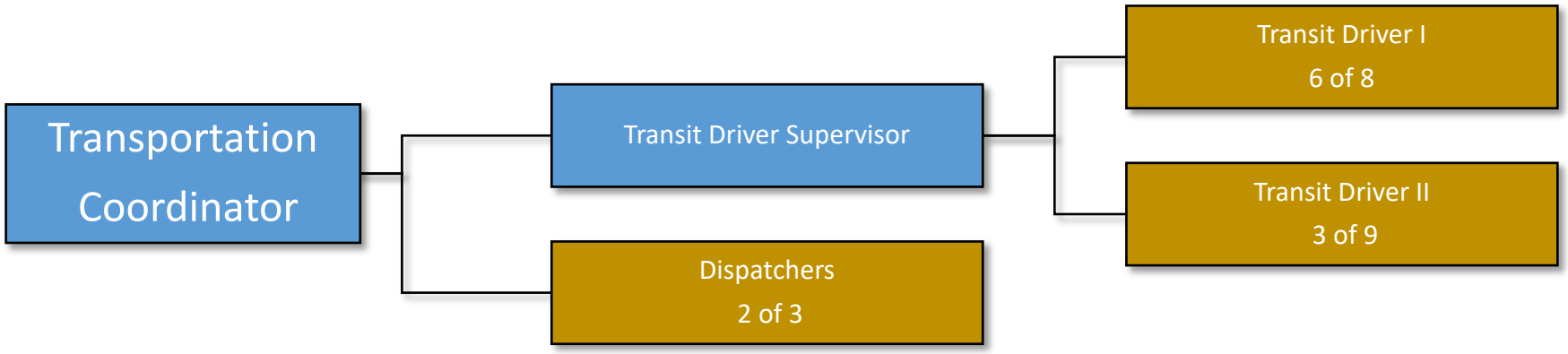
Public Works Operations (Infrastructure)



Public Works Operations (BLDG. Maintenance)



Public Works Operations (Transit)



Succession Plan

- Vision
- Temporarily create Deputy Director of Public Works Position
- The “New” Structure
  - Equalizing Responsibility
  - Better Communication from Public Works Management
  - Maximize Resources to the greatest extent feasible/possible
    - Personnel
    - Funding
    - Equipment
    - Services

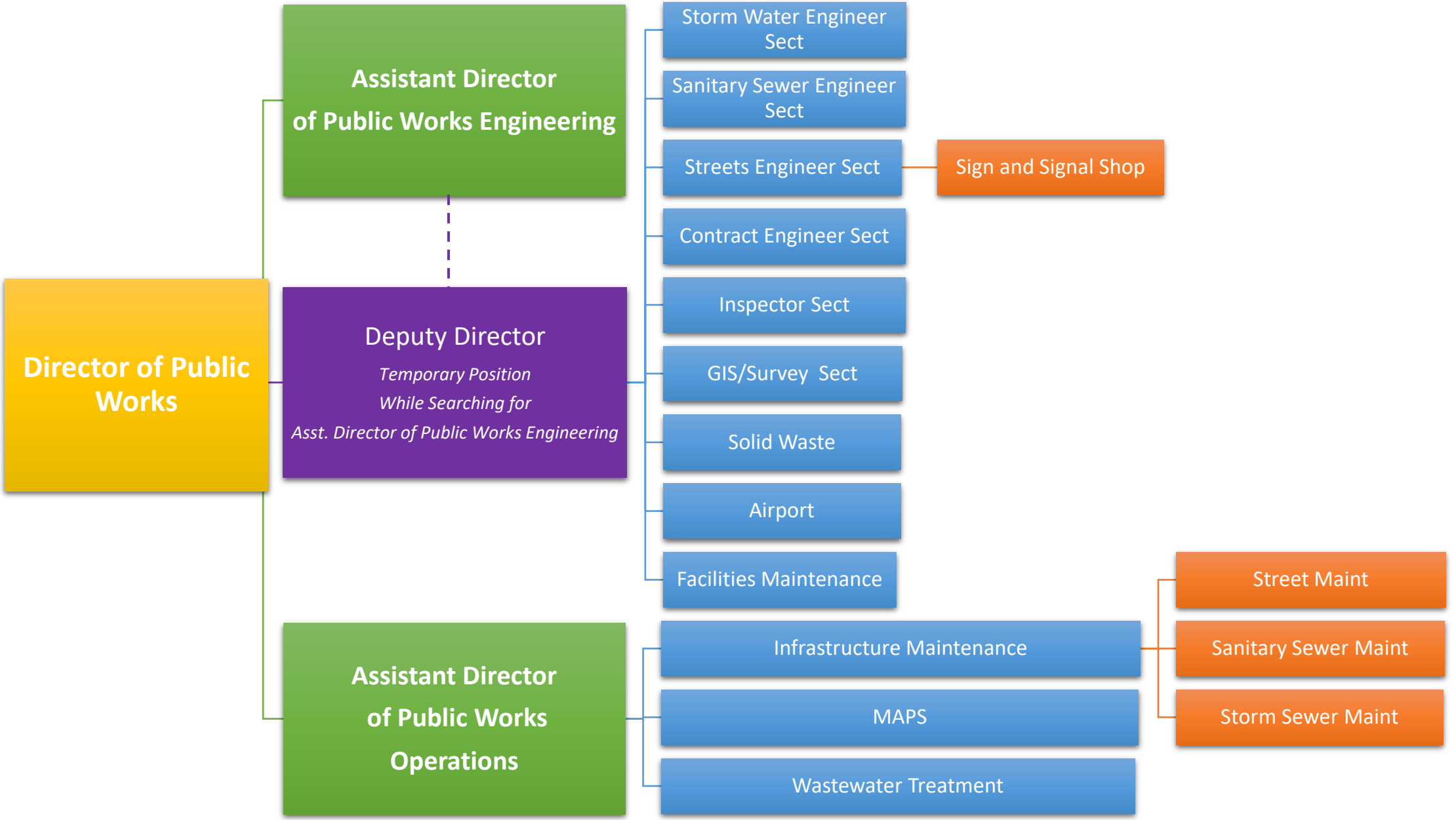
Succession Plan (cont)

- Developing the Concept
  - Department commitment
    - Resources
    - Funding
    - Staff resources (Personnel, Funding, Equipment)
    - Consolidate Resources and knowledge

New Job Duties

- Position – Deputy Director
- How does it affect the Structure?
  - Allows us to Fill ADPWO
  - Seamless Transition
  - Use experience to improve services
  - Allows us to Fill ADPWE
  - Specify the schedule for achieving completion

PROPOSED PUBLIC WORKS



Critical Position Shortages

- Equipment Operators (CDL)
- Transit Driver II (CDL)
- Laborer II (CDL)
- Utility Locator
- Plant Operators (Class “D” Wastewater License)
- Transit Driver I
- Laborer I

Bragging

- Number of Projects
- New Development Reviews
- Number of Events

- Other Important Stuff…..

Future Needs

- Purpose & Scope
  - ARPA Funding & Projects modified and have been identified through evaluation
  - Parks / Stormwater
  - 2024 CIST
  - Wastewater Plan (Rate Study)

Funding

- Temporary position will be funded through vacancies created during the promotion and replacement process

QUESTIONS????