JOPLIN CITY COUNCIL WORKSESSION

JOPLIN CITY HALL
5th FLOOR COUNCIL CHAMBERS
602 S. MAIN
JOPLIN MISSOURI
AUGUST 13, 2018 5:45 P.M.

Notice is hereby given that the City Council of the City of Joplin, Missouri, will hold a work session beginning at 5:45 p.m. on Monday, August 13, 2018, in the 5th Floor Council Chambers, 602 S. Main Street to discuss the following topics:

AGENDA

1. Review of Regional Salary Comparison and Wage and Benefits History Information

2. Review of Public Safety Tax

3. Any other business

If you are in need of disability related auxiliary aids or services, contact the City Clerk's Office at (417) 624-0820 ext. 220. Forty-eight hours' notice is requested.

Notice posted at 2:45 p.m. on this 10th day of August 2018. (RSMo 610.020)

CITY OF JOPLIN MISSOURI

Office of the City Manager
602 S. Main Street
Joplin, Missouri 64801
(417) 624-0820 Ext.200
(417) 625-4707 (Fax)

MEMORANDUM

TO: **Sam Anselm, City Manager**
Mayor Gary Shaw and City Councilors

FROM: **Leslie Haase, Finance Director**

DATE: **August 10, 2018**

RE: **Work Session Agenda Items**

Following the financial sustainability report presentation, Councilman Stinnett asked for two items as follows:

1) Review pay and benefits for some employees that have remained in the same position from 2000 to 2018
2) Review current pay and benefits for some positions in the police and fire departments compared to other cities within a 50-mile radius

Please find attached the first item as requested. Pay and benefits are shown from 2000 to 2018 for ten positions across the city. This information represents actual payroll information during this time period, including the impact of the new pay plan that went into effect on August 4th.

Also, please find attached the second item as requested. This information was completed some months ago. The information has not been updated since it was originally completed. This information includes the following:

1) Salary information for various police and fire positions in the surrounding area
2) Regional comparison of wages and benefits
3) Breakdown of spendable dollars compared to the other agencies
4) Retirement benefit breakdown and retirement summary compared to other agencies
5) Health insurance breakdown compared to other agencies
6) Turnover and overtime information compared to other agencies

At the work session Monday, I will present the information and be prepared to answer any questions you might have.

POLICE & FIRE POSITIONS - REGIONAL COMPARISON
SALARY INFORMATION

Position	Entity	Entity Position Title	Beginning Pay Range Per Hour	Ending Pay Range Per Hour	Beginning Pay Range Annual Salary	Ending Pay Range Annual Salary
POLICE OFFICER II	**City of Joplin**	**Police Officer II**	**$ 16.621**	**$ 24.119**	**$ 34,571**	**$ 50,167**
	City of Pittsburg, KS	Police Officer II	$ 16.360	$ 27.150	$ 34,029	$ 56,472
	City of Neosho	Probationary Officer thru Patrolman 3 (2236 Hours)	$ 15.665	$ 17.623	$ 35,027	$ 39,405
	Jasper County Sheriff	Patrol Deputy	$ 15.242	$ 15.242	$ 31,704	$ 31,704
	City of Carl Junction	Police Officer	$ 15.095	$ 15.095	$ 31,398	$ 31,398
	City of Carthage	Police/SRO/Dare Officer	$ 14.910	$ 20.470	$ 31,013	$ 42,578
	City of Webb City	Patrol Officer	$ 14.140	$ 19.440	$ 29,411	$ 40,435
	City of Monett	Police Officer/SRO	$ 13.680	$ 20.460	$ 28,454	$ 42,557
CORPORAL	**City of Joplin**	**Corporal**	**$ 17.451**	**$ 25.324**	**$ 36,298**	**$ 52,673**
	City of Pittsburg, KS	Corporal	$ 17.000	$ 28.050	$ 35,360	$ 58,344
	City of Carthage	Detective	$ 16.400	$ 22.510	$ 34,112	$ 46,821
	Jasper County Sheriff	Patrol Corporal	$ 16.236	$ 16.236	$ 33,771	$ 33,771
	City of Carl Junction	Corporal	$ 16.183	$ 16.183	$ 33,660	$ 33,660
	City of Webb City	Corporal	$ 15.610	$ 21.440	$ 32,469	$ 44,595
	City of Monett	Police Detective	$ 14.674	$ 21.934	$ 30,523	$ 45,623
FIREFIGHTER/EMT	**City of Joplin**	**Firefighter/EMT**	**$ 10.768**	**$ 15.625**	**$ 31,357**	**$ 45,501**
	City of Monett	Firefighter (2652 Hours)	$ 10.729	$ 16.047	$ 28,454	$ 42,557
	City of Carthage	Firefighter	$ 10.650	$ 14.622	$ 31,013	$ 42,578
	City of Neosho	Firefighter 1 thru Engineer/Firefighter 4	$ 10.058	$ 11.321	$ 29,290	$ 32,966
	City of Webb City	Firefighter	$ 10.050	$ 13.850	$ 29,346	$ 40,442
	City of Pittsburg, KS	Firefighter I	$ 7.710	$ 12.760	$ 22,452	$ 37,157
FIRE DRIVER/ENGINEER	**City of Joplin**	**Fire Driver/Engineer**	**$ 11.872**	**$ 17.227**	**$ 34,572**	**$ 50,166**
	City of Neosho	Engineer 1 thru Engineer 4	$ 11.321	$ 12.382	$ 32,966	$ 36,057
	City of Webb City	Engineer	$ 11.080	$ 15.300	$ 32,354	$ 44,676
	City of Pittsburg, KS	Fire Driver/Operator	$ 9.540	$ 15.810	$ 27,780	$ 46,039

Notes:

1. **Each position sorted highest to lowest, based on beginning pay range per hour. City of Joplin highlighted.**
2. **Annual salary information based on 2,080 hours for police & 2,912 hours for fire, unless noted differently.**
3. **Newton County Sheriff - Salary instead of hourly - No Overtime. Deputy Salary $36,462 & Investigator Salary $39,166.**
4. **City of Neosho - Detective salary is $39,405 - $42,032. Must be eligible to be a Patrolman 3 which is a minimum of 4 years and usually 5 years per the Police Chief.**

H:\My Documents\Excel\Payroll\Police & Fire Position Regional Comparison

POLICE & FIRE POSITIONS - REGIONAL COMPARISON

							CITY/COUNTY PAID BENEFITS (Amounts are paid by the City/County)									
Entity	Position Title	Comment	Beginning Pay Range Per Hour	Ending Pay Range Per Hour	Beginning Pay Range Annual Salary	Ending Pay Range Annual Salary	Single Health Insurance	Family Health Insurance	Single Dental Insurance	Family Dental Insurance	1.45% Medicare	6.20% Social Security	Retirement %	Retirement Plan/Type	Life Insurance	Disability Insurance
City of Joplin	Police Officer Trainee		$ 14.358	$ 20.835	$ 29,864	$ 43,336	$ 5,602	$ 11,764	$ 224	$ 554	Yes	No	28.93%	Pension	Yes	Yes
	Police Officer I		$ 15.077	$ 21.876	$ 31,359	$ 45,502	$ 5,602	$ 11,764	$ 224	$ 554	Yes	No	28.93%	Pension	Yes	Yes
	Police Officer II		$ 16.621	$ 24.119	$ 34,571	$ 50,167	$ 5,602	$ 11,764	$ 224	$ 554	Yes	No	28.93%	Pension	Yes	Yes
	Corporal		$ 17.451	$ 25.324	$ 36,298	$ 52,673	$ 5,602	$ 11,764	$ 224	$ 554	Yes	No	28.93%	Pension	Yes	Yes
	Firefighter Trainee		$ 10.255	$ 14.882	$ 29,864	$ 43,336	$ 5,602	$ 11,764	$ 224	$ 554	Yes	No	28.93%	Pension	Yes	Yes
	Firefighter/EMT		$ 10.768	$ 15.625	$ 31,357	$ 45,501	$ 5,602	$ 11,764	$ 224	$ 554	Yes	No	28.93%	Pension	Yes	Yes
	Fire Driver/Engineer		$ 11.872	$ 17.227	$ 34,572	$ 50,166	$ 5,602	$ 11,764	$ 224	$ 554	Yes	No	28.93%	Pension	Yes	Yes
City of Carl Junction	Police Officer		$ 15.095	$ 15.095	$ 31,398	$ 31,398	$ 6,463	$ 15,304	$ -	$ -	Yes	Yes	10.10%	Lagers L-6	Yes	No
	Corporal		$ 16.183	$ 16.183	$ 33,660	$ 33,660	$ 6,463	$ 15,304	$ -	$ -	Yes	Yes	10.10%	Lagers L-6	Yes	No
City of Carthage	Police/SRO/Dare Officer		$ 14.910	$ 20.470	$ 31,013	$ 42,578	$ 5,804	$ 12,627	$ -	$ -	Yes	No	21.76%	Pension	Yes	Yes
	Detective		$ 16.400	$ 22.510	$ 34,112	$ 46,821	$ 5,804	$ 12,627	$ -	$ -	Yes	No	21.76%	Pension	Yes	Yes
	Firefighter		$ 10.650	$ 14.622	$ 31,013	$ 42,578	$ 5,804	$ 12,627	$ -	$ -	Yes	No	21.76%	Pension	Yes	Yes
Jasper County Sheriff	Patrol Deputy		$ 15.242	$ 15.242	$ 31,704	$ 31,704	$ 4,756	$ 4,756	$ -	$ -	Yes	Yes	11.80%	Lagers L-12	Yes	No
	Transportation Deputy		$ 15.242	$ 15.242	$ 31,704	$ 31,704	$ 4,756	$ 4,756	$ -	$ -	Yes	Yes	11.80%	Lagers L-12	Yes	No
	Detective/Drug Task Officer		$ 17.230	$ 17.230	$ 35,839	$ 35,839	$ 4,756	$ 4,756	$ -	$ -	Yes	Yes	11.80%	Lagers L-12	Yes	No
	Patrol Corporal		$ 16.236	$ 16.236	$ 33,771	$ 33,771	$ 4,756	$ 4,756	$ -	$ -	Yes	Yes	11.80%	Lagers L-12	Yes	No
	Transportation Corporal		$ 16.236	$ 16.236	$ 33,771	$ 33,771	$ 4,756	$ 4,756	$ -	$ -	Yes	Yes	11.80%	Lagers L-12	Yes	No
	Detective Corporal		$ 17.913	$ 17.913	$ 37,259	$ 37,259	$ 4,756	$ 4,756	$ -	$ -	Yes	Yes	11.80%	Lagers L-12	Yes	No

Notes:

Retirement Plan: P&F Pension Plan. Employee contributes 10%. Employee receives 55% of their average pay for the rest of their life. Full retirement at 25 years of service (reduced benefit after 20 years of service).
Health Insurance: Employee pays $3,921 a year for family health coverage.
Dental Insurance: Employee pays $96 a year for single dental coverage and $299 for family dental coverage.

Notes:

Carl Junction has two options for health insurance. Option I is used above because more comparable to the City of Joplin health insurance.
Retirement Plan: Lagers L-6. Employee pays 4% into the plan. Vested in 5 years. Retirement age is 55 for full benefits & age 50 for reduced benefits. City pays 10.10% into the plan. Benefit based on 2% (Final Average Salary x Years of Service x 2%).
Health Insurance: Employee is responsible for 20% of family health coverage which is $2,210 per year for Option I and $2,142 per year for Option II.
Dental Insurance: Employee is responsible for 100% of single dental coverage at $420 per year and 100% of family dental coverage at $1,341 per year.

Notes:

Retirement Plan: P&F Pension retirement age is 55. Non-contributory for employee. The retirement benefit is 2.5% for up to 20 years of service, 1% for years of service after 20 and is based on a 5 year salary average. No 'pay out' at retirement.
30% vested after 5 years & 100% vested after 10 years.
Health Insurance: Employee is responsible for 25% of the family health coverage which is $4,209 per year.
Dental Insurance: Employee is responsible for 100% of single dental coverage at $393 per year and 100% of family dental coverage at $1,334 per year.

Notes:

Annual Salary: Employee receives 2% each year when raises are given. There is no cap.
Retirement Plan: County has two plans. Lagers L-12 the County contributes 11.80% and the employee contributes zero. 5 years to vest. Age 55 full benefits, age 50 reduced benefits. Benefit based on 1.75% (Final Average Salary x Years of Service x 1.75%).
Retirement Plan: County has two plans. The other plan is CERF (County Employee Retirement Fund). The employee contributes 4% and the County contributes 0%. They are vested at 8 years of service. Retirement age is 62.
Health Insurance: Plan 70 - Employee pays $260.40 per year toward their single health coverage. County pays $4,756 per year for single health coverage. Employee pays the additional $9,776 per year for family health coverage.
Health Insurance: Plan 80 - Employee pays $644 per year toward their single health coverage. County pays $4,756 per year for single health coverage. Employee pays the additional $10,916 per year for family health coverage.

Health Insurance: Plan 90 - Employee pays $2,024 per year toward their single health coverage. County pays $4,756 per year for single health coverage. Employee pays the additional $14,900 per year for family health coverage.
Dental Insurance: Employee is responsible for 100% of single dental coverage at $318 per year and 100% of family dental coverage at $1,125 per year.

City of Neosho	Probationary Officer	Up to 1 Year of Service	$ 15.665	$ 15.665	$ 35,027	$ 35,027	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	4.90%	Lagers LT-8	Yes	No
	Patrolman 1	1 Year Minimum	$ 16.448	$ 16.448	$ 36,778	$ 36,778	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	4.90%	Lagers LT-8	Yes	No
	Patrolman 2	3 Years Minimum	$ 17.012	$ 17.012	$ 38,039	$ 38,039	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	4.90%	Lagers LT-8	Yes	No
	Patrolman 3	4 Years Minimum	$ 17.623	$ 17.623	$ 39,405	$ 39,405	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	4.90%	Lagers LT-8	Yes	No
	Detective 1/SRO		$ 17.623	$ 17.623	$ 39,405	$ 39,405	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	4.90%	Lagers LT-8	Yes	No
	Detective 2/SRO		$ 18.187	$ 18.187	$ 40,666	$ 40,666	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	4.90%	Lagers LT-8	Yes	No
	Corporal/Detective 3/SRO		$ 18.798	$ 18.798	$ 42,032	$ 42,032	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	4.90%	Lagers LT-8	Yes	No
	Firefighter 1	Year 1	$ 10.058	$ 10.058	$ 29,290	$ 29,290	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	10.60%	Lagers LT-8	Yes	No
	Firefighter 2	1-3 Years	$ 10.613	$ 10.613	$ 30,906	$ 30,906	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	10.60%	Lagers LT-8	Yes	No
	Engineer/Firefighter 3	4-7 Years	$ 10.967	$ 10.967	$ 31,936	$ 31,936	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	10.60%	Lagers LT-8	Yes	No
	Engineer/Firefighter 4	8 Years or More	$ 11.321	$ 11.321	$ 32,966	$ 32,966	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	10.60%	Lagers LT-8	Yes	No
	Engineer 1	Year 1	$ 11.321	$ 11.321	$ 32,966	$ 32,966	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	10.60%	Lagers LT-8	Yes	No
	Engineer 2	1-3 Years	$ 11.675	$ 11.675	$ 33,997	$ 33,997	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	10.60%	Lagers LT-8	Yes	No
	Engineer 3	4-7 Years	$ 12.028	$ 12.028	$ 35,027	$ 35,027	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	10.60%	Lagers LT-8	Yes	No
	Engineer 4	8 Years or More	$ 12.382	$ 12.382	$ 36,057	$ 36,057	$ 3,068	$ 3,068	$ 958	$ -	Yes	Yes	10.60%	Lagers LT-8	Yes	No

Notes:
Annual Salary: Police are required to work 43 hours per week before OVT is calculated. The annual salary is based on 2,236 hours for police. A Detective has to be eligible for Patrolman 3, which is 4 years minimum and usually 5 years per the Police Chief.
Retirement Plan: Lagers LT-8 is noncontributory for employees. 5 years to vest. 80 & out or age 55 for full benefits. Age 50 for reduced benefits. Benefit based on 1.5% for life & .5% to age 65 (Final Average Salary x Years of Service x %).
Health Insurance: Employee pays 100% of family health coverage in the amount of $9,324 per year.
Dental Insurance: Employee pays 100% of family dental coverage in the amount of $1,038 per year.

City of Pittsburg, KS	Police Officer I	$ 14.220	$ 23.610	$ 29,578	$ 49,109	$ 4,367	$ 9,648	$ 1,282	$ 2,970	Yes	No	0.00%	KP&F	Yes 50%	Thru KP&F
	Police Officer II	$ 16.360	$ 27.150	$ 34,029	$ 56,472	$ 4,367	$ 9,648	$ 1,282	$ 2,970	Yes	No	0.00%	KP&F	Yes 50%	Thru KP&F
	Corporal	$ 17.000	$ 28.050	$ 35,360	$ 58,344	$ 4,367	$ 9,648	$ 1,282	$ 2,970	Yes	No	0.00%	KP&F	Yes 50%	Thru KP&F
	Firefighter I	$ 7.710	$ 12.760	$ 22,452	$ 37,157	$ 4,367	$ 9,648	$ 1,282	$ 2,970	Yes	No	0.00%	KP&F	Yes 50%	Thru KP&F
	Fire Driver/Operator	$ 9.540	$ 15.810	$ 27,780	$ 46,039	$ 4,367	$ 9,648	$ 1,282	$ 2,970	Yes	No	0.00%	KP&F	Yes 50%	Thru KP&F

Notes:
Life Insurance: A $10,000 Standard Life Police which the City pays 50% and employee pays 50%.
Retirement Plan: Kansas Police & Fire (KP&F). City contributes 0% to the plan. Employee contributes 7.15%. Takes 15 years to vest. Can retire at age 50 with 25 years of service, age 55 with 20 years of service or age 60 with 15 years of service.
Health Insurance: Employee pays $816 a year for single health coverage and $3,417 for family health coverage.
Dental Insurance: Employee pays $182 a year for single dental coverage and $1,021 for family dental coverage.

City of Webb City	Patrol Officer	$ 14.140	$ 19.440	$ 29,411	$ 40,435	$ 5,805	$ 5,805	$ 342	$ -	Yes	Yes	7.40%	Lagers L-7	Yes	No
	Corporal	$ 15.610	$ 21.440	$ 32,469	$ 44,595	$ 5,805	$ 5,805	$ 342	$ -	Yes	Yes	7.40%	Lagers L-7	Yes	No
	Firefighter (2920 Hours)	$ 10.050	$ 13.850	$ 29,346	$ 40,442	$ 5,805	$ 5,805	$ 342	$ -	Yes	Yes	6.50%	Lagers L-7	Yes	No
	Engineer (2920 Hours)	$ 11.080	$ 15.300	$ 32,354	$ 44,676	$ 5,805	$ 5,805	$ 342	$ -	Yes	Yes	6.50%	Lagers L-7	Yes	No

Notes:
Retirement Plan: Lagers L-7. City pays 7.4% for police and 6.5% for fire employees. Noncontributory for employees. 5 years to vest. Age 55 full benefits, age 50 reduced benefits. Benefit based on 1.5%. (Final Average Salary x Years of Service x 1.5%).
Health Insurance: City pays 100% for the employee's single health coverage at $5,805 per year. The employee pays for the additional family coverage at $8,746 per year.
Dental Insurance: City pays 100% for the employee's single dental coverage at $342 per year. The employee pays for the additional family dental coverage at $668 per year.

City of Monett	Police Officer/SRO	$ 13.680	$ 20.460	$ 28,454	$ 42,557	$ 6,756	$ 9,068	$ -	$ -	Yes	Yes	5.80%	Lagers L-6	Yes	Yes
	Police Detective	$ 14.674	$ 21.934	$ 30,523	$ 45,623	$ 6,756	$ 9,068	$ -	$ -	Yes	Yes	5.80%	Lagers L-6	Yes	Yes
	Police Narcotics Investigator	$ 14.674	$ 21.934	$ 30,523	$ 45,623	$ 6,756	$ 9,068	$ -	$ -	Yes	Yes	5.80%	Lagers L-6	Yes	Yes

	Firefighter (2652 hours)	$ 10.729	$ 16.047	$ 28,454	$ 42,557	$ 6,756	$ 9,068	$ -	$ -	Yes	Yes	5.00%	Lagers L-6	Yes	Yes
Notes:															
Annual Salary: Firefighter annual salary based on 2652 hours. Police based on 2080 hours.															
Retirement Plan: Lagers L-6. Employees contribute 4%. City contributes 5.8% for police, 5% for fire and 9.6% for general employees. 5 years to vest. Age 55 full benefits, age 50 reduced benefits. Benefit based on 2% (Final Average Salary x Years of Service x 2%).															
Health Insurance: Employee pays $8,224 per year for family health coverage. The City pays an additional $2,312 per year towards the family health coverage.															
Dental Insurance: Employee pays $287 per year for single dental coverage. Employee pays $1,159 for family dental coverage. The City pays 0%.															
Newton County Sheriff	Deputy	$ 17.530	$ 17.530	$ 36,462	$ 36,462	$ 5,148	$ 5,148	$ -	$ -	Yes	Yes	0%	CERF	Yes	No
	Investigator	$ 18.830	$ 18.830	$ 39,166	$ 39,166	$ 5,148	$ 5,148	$ -	$ -	Yes	Yes	0%	CERF	Yes	No
Notes:															
Annual Salary: Based on 2080 hours. Any overtime goes in as comp time.															
Retirement Plan: CERF (County Employee Retirement Fund) County pays zero into this plan. All employees pay 6.7%. (6% is into the CERF Pension Plan and .7% is into the CERF 401a Savings Plan.) Vested into CERF Pension Plan after 1000 hours of service in the 8th year of service. Can receive full benefits at age 62 or reduced benefits at age 55. The County also has a CERF 457 Savings Plan which the county matches 50 cents on the dollar, up to 6%. (Employee can contribute up to 6% of gross salary.)															
Health Insurance: County has 3 plans (one is a HSA Plan). Option 1 has a $1,500 deductible and Option 2 has a $2,500 deductible. Option 1 is reflected above. Employee pays $1,306 per year for single health coverage and pay $12,274 for family health coverage.															
Dental Insurance: Employee pays $341 a year for single dental coverage. Employee pays $1,269 per year for family dental coverage. The County pays 0%.															

POLICE & FIRE POSITIONS - REGIONAL COMPARISON
SPENDABLE DOLLARS - IF SINGLE HEALTH & SINGLE DENTAL ELECTED BY EMPLOYEE

Position	Entity	Entity Position Title	Beginning Pay Range Annual Salary	PAYROLL DEDUCTIONS					Spendable $$$
				FICA 6.20%	Medicare 1.45%	LAGERS* 4%	Police & Fire Pension	Single Dental & Single Health**	
POLICE OFFICER II	**City of Joplin**	**Police Officer II**	**$ 34,571**	**$ -**	**$ (501)**	**$ -**	**$ (3,457)**	**$ (96)**	**$ 30,517**
	City of Carthage	Police/SRO/Dare Officer	31,013	-	(450)	-	-	(393)	30,170
	City of Pittsburg, KS	Police Officer II	34,029	-	(493)	(2,433)	-	(998)	30,105
	City of Neosho	Probationary Officer thru Patrolman 3	32,583	(2,020)	(472)	-	-	-	30,091
	Newton Co. Sheriff	Deputy	36,462	(2,261)	(529)	(2,443)	-	(1,647)	29,583
	Jasper County Sheriff	Patrol Deputy	31,704	(1,966)	(460)	(1,268)	-	(578)	27,432
	City of Carl Junction	Police Officer	31,398	(1,947)	(455)	(1,256)	-	(420)	27,320
	City of Webb City	Patrol Officer	29,411	(1,823)	(426)	(1,176)	-	-	25,985
	City of Monett	Police Officer/SRO	28,454	(1,764)	(413)	(1,138)	-	(287)	24,852
CORPORAL	City of Carthage	Detective	34,112	-	(495)	-	-	(393)	33,224
	City of Joplin	**Corporal**	**36,298**	**-**	**(526)**	**-**	**(3,630)**	**(96)**	**32,046**
	Newton Co. Sheriff	Investigator	39,166	(2,428)	(568)	$ (2,624)	$ -	$ (1,647)	31,899
	City of Pittsburg, KS	Corporal	35,360	-	(513)	(2,528)	-	(998)	31,321
	City of Carl Junction	Corporal	33,660	(2,087)	(488)	(1,346)	-	(420)	29,319
	Jasper County Sheriff	Patrol Corporal	33,771	(2,094)	(490)	(1,351)	-	(578)	29,259
	City of Webb City	Corporal	32,469	(2,013)	(471)	(1,299)	-	-	28,686
	City of Monett	Police Detective	30,523	(1,892)	(443)	(1,221)	-	(287)	26,680
FIREFIGHTER/EMT	City of Carthage	Firefighter	31,013	-	(450)	-	-	(393)	30,170
	City of Joplin	**Firefighter/EMT**	**31,357**	**-**	**(455)**	**-**	**(3,136)**	**(96)**	**27,671**
	City of Neosho	Firefighter 1 thru Engineer/Firefighter 4	29,290	(1,816)	(425)	-	-	-	27,049
	City of Webb City	Firefighter	29,346	(1,819)	(426)	(1,174)	-	-	25,927
	City of Monett	Firefighter	28,454	(1,764)	(413)	(1,138)	-	(287)	24,852
	City of Pittsburg, KS	Firefighter I	22,452	-	(326)	(1,605)	-	(998)	19,523
FIRE DRIVER/ENGINEER	**City of Joplin**	**Fire Driver/Engineer**	**34,572**	**-**	**(501)**	**-**	**(3,457)**	**(96)**	**30,518**
	City of Neosho	Engineer 1 thru Engineer 4	32,966	(2,044)	(478)	-	-	-	30,444
	City of Webb City	Engineer	32,354	(2,006)	(469)	(1,294)	-	-	28,584
	City of Pittsburg, KS	Fire Driver/Operator	27,780	-	(403)	(1,986)	-	(998)	24,393

Notes:

1. **Each position sorted highest to lowest, based on spendable dollars. City of Joplin highlighted.**
2. **Annual salary information based on 2,080 hours for police & 2,912 hours for fire.**
3. **City of Neosho equalized to 2080 hours for police positions in order for comparison to be accurate.**
4. **Federal and State tax deductions not reflected above due to subjectivity by person.**

***City of Pittsburg Retirement Plan is KP&F (Kansas Police & Fire). Newton County Retirement Plan is CERF (County Employee Retirement Fund).**

****The least expensive health insurance option for the employee is reflected above.**

POLICE & FIRE POSITIONS - REGIONAL COMPARISON
SPENDABLE DOLLARS - IF FAMILY HEALTH & FAMILY DENTAL ELECTED BY EMPLOYEE

Position	Entity	Entity Position Title	Beginning Pay Range Annual Salary	PAYROLL DEDUCTIONS					Spendable $$$
				FICA 6.20%	Medicare 1.45%	LAGERS* 4%	Police & Fire Pension	Family Dental & Family Health**	
POLICE OFFICER II	City of Pittsburg, KS	Police Officer II	34,029	-	(493)	(2,433)	-	(4,438)	26,665
	City of Joplin	**Police Officer II**	**34,571**	**-**	**(501)**	**-**	**(3,457)**	**(4,220)**	**26,393**
	City of Carthage	Police/SRO/Dare Officer	31,013	-	(450)	-	-	(5,543)	25,020
	City of Carl Junction	Police Officer	31,398	(1,947)	(455)	(1,256)	-	(3,551)	24,189
	Jasper County Sheriff	Patrol Deputy	31,704	(1,966)	(460)	(1,268)	-	(5,881)	22,129
	City of Neosho	Probationary Officer thru Patrolman 3	32,583	(2,020)	(472)	-	-	(8,286)	21,805
	Newton Co. Sheriff	Deputy	36,462	(2,261)	(529)	(2,443)	-	(13,543)	17,687
	City of Webb City	Patrol Officer	29,411	(1,823)	(426)	(1,176)	-	(9,414)	16,571
	City of Monett	Police Officer/SRO	28,454	(1,764)	(413)	(1,138)	-	(9,383)	15,756
CORPORAL	City of Carthage	Detective	34,112	-	(495)	-	-	(5,543)	28,074
	City of Joplin	**Corporal**	**36,298**	**-**	**(526)**	**-**	**(3,630)**	**(4,220)**	**27,922**
	City of Pittsburg, KS	Corporal	35,360	-	(513)	(2,528)	-	(4,438)	27,881
	City of Carl Junction	Corporal	33,660	(2,087)	(488)	(1,346)	-	(3,551)	26,188
	Jasper County Sheriff	Patrol Corporal	33,771	(2,094)	(490)	(1,351)	-	(5,881)	23,956
	Newton Co. Sheriff	Investigator	39,166	(2,428)	(568)	(2,624)	-	(13,543)	20,003
	City of Webb City	Corporal	32,469	(2,013)	(471)	(1,299)	-	(9,414)	19,272
	City of Monett	Police Detective	30,523	(1,892)	(443)	(1,221)	-	(9,383)	17,584
FIREFIGHTER/EMT	City of Carthage	Firefighter	31,013	-	(450)	-	-	(5,543)	25,020
	City of Joplin	**Firefighter/EMT**	**31,357**	**-**	**(455)**	**-**	**(3,136)**	**(4,220)**	**23,547**
	City of Neosho	Firefighter 1 thru Engineer/Firefighter 4	29,290	(1,816)	(425)	-	-	(8,286)	18,763
	City of Webb City	Firefighter	29,346	(1,819)	(426)	(1,174)	-	(9,414)	16,513
	City of Pittsburg, KS	Firefighter I	22,452	-	(326)	(1,605)	-	(4,438)	16,083
	City of Monett	Firefighter	28,454	(1,764)	(413)	(1,138)	-	(9,383)	15,756
FIRE DRIVER/ENGINEER	**City of Joplin**	**Fire Driver/Engineer**	**34,572**	**-**	**(501)**	**-**	**(3,457)**	**(4,220)**	**26,394**
	City of Neosho	Engineer 1 thru Engineer 4	32,966	(2,044)	(478)	-	-	(8,286)	22,158
	City of Pittsburg, KS	Fire Driver/Operator	27,780	-	(403)	(1,986)	-	(4,438)	20,953
	City of Webb City	Engineer	32,354	(2,006)	(469)	(1,294)	-	(9,414)	19,170

Notes:

1. **Each position sorted highest to lowest, based on spendable dollars. City of Joplin highlighted.**
2. **Annual salary information based on 2,080 hours for police & 2,912 hours for fire.**
3. **City of Neosho equalized to 2080 hours for police positions in order for comparison to be accurate.**
4. **Federal and State tax deductions not reflected above due to subjectivity by person.**

***City of Pittsburg Retirement Plan is KP&F (Kansas Police & Fire). Newton County Retirement Plan is CERF (County Employee Retirement Fund).**

****The least expensive health insurance option for the employee is reflected above.**

POLICE & FIRE POSITIONS - REGIONAL COMPARISON

RETIREMENT BENEFIT

Entity	Plan	ASSUMPTIONS				Age Employee Can Begin Drawing Full Retirement Based on Assumptions	Years to Wait to Draw Full Retirement	Full Retirement Monthly Benefit Based on Assumptions	Comments
		Starting Age	Age at Retirement	Final Average Salary	Years of Service				
City of Joplin	Police & Fire Pension Plan	Age 23	Age 48	$ 35,000	25	Age 48	0	$ 1,604	Paid for Life
City of Carl Junction	Lagers L-6	Age 23	Age 48	$ 35,000	25	Age 55	7	$ 1,458	Paid for Life
City of Carthage	Police & Fire Pension Plan	Age 23	Age 48	$ 35,000	25	Age 55	7	$ 1,604	Paid for Life
Jasper County Sheriff	Lagers L-12	Age 23	Age 48	$ 35,000	25	Age 55	7	$ 1,276	Paid for Life
	CERF (County Employee Retirement Fund)	Age 23	Age 48	$ 35,000	25	Age 62	14	$ 729	Paid for Life
City of Monett	Lagers L-6	Age 23	Age 48	$ 35,000	25	Age 55	7	$ 1,458	Paid for Life
City of Neosho	Lagers LT-8	Age 23	Age 48	$ 35,000	25	Age 55	7	$ 1,240	Paid to Age 65
	Lagers LT-8	Age 23	Age 48	$ 35,000	25	Age 55	7	$ 1,094	Paid after Age 65 for Life
Newton County Sheriff	CERF (County Employee Retirement Fund)	Age 23	Age 48	$ 35,000	25	Age 62	14	$ 1,094	Paid for Life
City of Pittsburg, KS	KP&F (Kansas Police & Fire)	Age 23	Age 48	$ 35,000	25	Age 50	2	$ 1,822	Paid for Life
City of Webb City	Lagers L-7	Age 23	Age 48	$ 35,000	25	Age 55	7	$ 1,094	Paid for Life

POLICE & FIRE POSITIONS - REGIONAL COMPARISON

RETIREMENT SUMMARY

Entity	Plan	Contribution to Plan: Employee %	Contribution to Plan: City/County %	Social Security Contribution	Years Until Vested	Retirement Age or Years of Service	Benefit Comments
City of Joplin	Police & Fire Pension Plan	10%	28.93%	No	NA	25 Yrs of Service - Full Benefits 20 Yrs of Service - Reduced Benefits	Receive 55% of Average Pay for Life
City of Carl Junction	Lagers L-6	4%	10.10%	6.2%	5 Years	Age 55 - Full Benefits Age 50 - Reduced Benefits	Benefit based on 2% - Final Average Salary x Years of Service x 2%
City of Carthage	Police & Fire Pension Plan	0%	21.76%	No	30% Vested after 5 Years & 100% Vested after 10 Years	Age 55	2.5% up to 20 years of service & 1% for years of service over 20 years. No payout at retirement.
Jasper County Sheriff	Lagers L-12 CERF (County Employee Retirement Fund)	0% 4%	11.8% 0%	6.2% NA	5 Years 8 Years	Age 55 - Full Benefits Age 50 - Reduced Benefits Age 62	Benefit based on 1.75% - Final Average Salary x Years of Service x 1.75%
City of Monett	Lagers L-6	4%	5.8% Police 5.0% Fire	6.2%	5 Years	Age 55 - Full Benefits Age 50 - Reduced Benefits	Benefit based on 2% - Final Average Salary x Years of Service x 2%
City of Neosho	Lagers LT-8 Lagers LT-8	0% 0%	4.9% Police 10.6% Fire	6.2% 6.2%	5 Years 5 Years	80 & Out or Age 55 - Full Benefits Age 50 - Reduced Benefits	Benefit basd on 1.5% for life & .5% to age 65 - Final Average Salary x Years of Service x %
Newton County Sheriff	CERF (County Employee Retirement Fund)	6.7%	0%	6.2%	After 1,000 hours in 8th Year of Service	Age 62 - Full Benefits Age 55 - Reduced Benefits	Benefit based on 1.5% - Final Average Salary x Years of Service x 1.5% (There are 2 other ways to figure, but this is the most comparable)
City of Pittsburg, KS	KP&F (Kansas Police & Fire)	7.15%	0%	No	15 Years	Age 50 w/25 Years of Service Age 55 w/20 Years of Service Age 60 w/15 Years of Service	
City of Webb City	Lagers L-7	0%	7.4% Police 6.5% Fire	6.2%	5 Years	Age 55 - Full Benefits Age 50 - Reduced Benefits	Benefit based on 1.5% - Final Average Salary x Years of Service x 1.5%

HEALTH INSURANCE SUMMARY

IN-NETWORK COMPARISON

HEALTH INSURANCE COST

Entity	Health Provider	Deductible Single	Deductible Family	Out-of-Pocket Maximum Single	Out-of-Pocket Maximum Family	Doctor Visit Co-Pay Primary Care	Doctor Visit Co-Pay Specialist	Co-Insurance %	SINGLE HEALTH ANNUAL COST Employee Pays	SINGLE HEALTH ANNUAL COST City/County Pays	SINGLE HEALTH ANNUAL COST Total	FAMILY HEALTH ANNUAL COST Employee Pays	FAMILY HEALTH ANNUAL COST City/County Pays	FAMILY HEALTH ANNUAL COST Total
City of Joplin	Anthem BCBS	$ 500	$ 1,000	$ 1,500	$ 3,000	$ 25	$ 25	80/20%	$ -	$ 5,602	$ 5,602	$ 3,921	$ 11,764	$ 15,685
City of Carl Junction	First Hlth Network -BAS - Option 1	$ 1,500	$ 4,500	$ 1,500	$ 4,500	$ 25	$ 50	100/0%	$ -	$ 6,463	$ 6,463	$ 2,210	$ 15,304	$ 17,514
	First Hlth Network - BAS - Option 2	$ 2,600	$ 5,000	$ 2,600	$ 5,000	Subject to Deductible then Co-Insurance	Subject to Deductible then Co-Insurance	100/0%	$ -	$ 6,290	$ 6,290	$ 2,142	$ 14,857	$ 16,999
City of Carthage	Aetna	$ 1,000	$ 3,000	$ 5,000	$ 10,000	$ 40	$ 40	80/20%	$ -	$ 5,804	$ 5,804	$ 4,209	$ 12,627	$ 16,836
Jasper County Sheriff	Self Insured w/TPA - Plan 70	$ 2,500	$ 4,500	$ 5,500	$ 13,500	$ 20	30% Co-Insurance	70/30%	$ 260	$ 4,756	$ 5,016	$ 9,776	$ 4,756	$ 14,532
	Self Insured w/TPA - Plan 80	$ 2,000	$ 6,000	$ 5,000	$ 12,000	$ 30	20% Co-Insurance	80/20%	$ 644	$ 4,756	$ 5,400	$ 10,916	$ 4,756	$ 15,672
	Self Insured w/TPA - Plan 90	$ 1,000	$ 3,000	$ 2,500	$ 6,000	$ 20	10% Co-Insurance	90/10%	$ 2,024	$ 4,756	$ 6,780	$ 14,900	$ 4,756	$ 19,656
City of Monett	Cox Health Plans	$ 3,000	$ 9,000	$ 5,000	$ 13,000	$30	$30	80/20%	$ -	$ 6,756	$ 6,756	$ 8,224	$ 9,068	$ 17,292
City of Neosho	Self Insured with a TPA	$ 500	$ 1,000	$ 3,000	$ 5,000	$ 25	$ 50	90/10%	$ -	$ 3,068	$ 3,068	$ 9,324	$ 3,068	$ 12,392
Newton County Sheriff	Cigna - Option 1	$ 1,500	$ 3,000	$ 4,000	$ 8,000	$ 30	$ 50	70/30%	$ 1,306	$ 5,148	$ 6,454	$ 12,274	$ 5,148	$ 17,422
	Cigna - Option 2	$ 2,500	$ 5,000	$ 5,000	$ 10,000	$ 35	$ 70	70/30%	$ 1,104	$ 5,148	$ 6,252	$ 11,727	$ 5,148	$ 16,875
City of Pittsburg, KS	CoreSource	$ 500	$ 1,000	$ 6,350	$ 12,700	$ 35	$ 35	80/20%	$ 816	$ 4,367	$ 5,183	$ 3,417	$ 9,648	$ 13,065
City of Webb City	Self Insured: Benefits Mgmt is TPA	$ 1,000	$ 3,000	$ 2,000	$ 6,000	$ 25	$ 50	90/10%	$ -	$ 5,805	$ 5,805	$ 8,746	$ 5,805	$ 14,551

POLICE & FIRE POSITIONS - REGIONAL COMPARISON

Turnover & Overtime

Entity	Do Sworn Police Officers Receive OVT?	Do Fire Employees Receive OVT?	Sworn Police Turnover Rate*		Fire Turnover Rate*	
			2015	2016	2015	2016
City of Joplin	Yes	Yes	11.8%	10.8%	8.4%	10.5%
City of Carl Junction	No	NA	Less than 1%	Less than 1%	NA	NA
City of Carthage	Yes	No	15%	11.9%	0%	0%
Jasper County Sheriff	Limited	NA	11%	9%	NA	NA
City of Monett	Yes	Limited	0%	10%	0%	.6%
City of Neosho	Yes	Limited	4%	4%	4%	19%
Newton County Sheriff	No	NA	Very low	Very Low	NA	NA
City of Pittsburg, KS	Yes	Limited	5%	5%	5%	5%
City of Webb City	No	Limited	Less than 1%	Less than 1%	Less than 1%	Less than 1%

***Estimates provided by each entity, rather than calculated by Joplin staff.**

H:\My Documents\Excel\Payroll\Police & Fire Position Regional Comparison

CITY OF JOPLIN
WAGE AND BENEFIT HISTORY BY POSITION
2000 TO AUGUST 2018
ANIMAL CONTROL OFFICER-22 YEARS OF SERVICE

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
11/1/2000	2001	Placement in New Pay Plan	9.6450	20,062		-	20,062		1,866	2,646	-	4,512		24,573	24,573	
11/1/2001	2002	Wage Increase-5% Step	10.1340	21,079	5.1%	211	21,290		1,581	2,646	-	4,227		12,758		
5/4/2002		Inflation Adjustment-1%	10.2350	21,289	1.0%	213	21,502	7.2%	1,597	2,646	-	4,243	-6.0%	12,872	25,630	4.3%
11/2/2002	2003	Merit Increase-5% Step	10.7540	22,368	5.1%	224	22,592		917	3,216	-	4,133		13,363		
5/3/2003		Inflation Adjustment-1.5%	10.9150	22,703	1.5%	227	22,930	6.6%	931	3,216	-	4,147	-2.3%	13,539	26,901	5.0%
11/15/2003	2004	Merit Increase-5% Step	11.4680	23,853	5.1%	239	24,092		1,217	3,755	-	4,972		14,532		
5/15/2004		Inflation Adjustment-1.25%	11.6110	24,151	1.2%	242	24,392	6.4%	1,232	3,755	-	4,987	20.3%	14,690	29,221	8.6%
5/28/2005	2005	Inflation Adjustment-2%	11.8430	24,633	2.0%	246	24,880	2.0%	1,527	2,947	-	4,474	-10.3%	29,354	29,354	0.5%
5/13/2006	2006	Inflation Adjustment-3%	12.1980	25,372	3.0%	507	25,879	4.0%	1,700	2,986	-	4,686	4.7%	30,565	30,565	4.1%
11/1/2006	2007	Wage Increase-New Pay Plan	12.6720	26,358	3.9%							-				
11/11/2006		Merit Increase-4% Step	13.1790	27,412	4.0%	548	27,961		2,056	3,387	-	5,443		16,702		
4/28/2007		Inflation Adjustment-1%	13.3110	27,687	1.0%	554	28,241	9.1%	2,077	3,387	-	5,464	16.6%	16,852	33,554	9.8%
11/10/2007	2008	Merit Increase-4% Step	13.8430	28,793	4.0%	576	29,369		1,900	3,586	-	5,486		17,428		
4/26/2008		Inflation Adjustment-2%	14.1200	29,370	2.0%	587	29,957	6.1%	1,938	3,586	-	5,524	1.1%	17,741	35,169	4.8%
11/8/2008	2009	Merit Increase-4% Step	14.6850	30,545	4.0%	611	31,156	4.0%	2,056	3,198	-	5,254	-4.9%	35,799	35,799	1.8%
3/13/2010	2010	Wage Increase-3%	15.1260	31,462	3.0%	629	32,091	3.0%	2,863	3,504	-	6,367	21.2%	38,458	38,458	7.4%
11/6/2010	2011	Wage Increase-2.5%	15.5040	32,248	2.5%	967	33,216	3.5%	3,257	3,713	-	6,970	9.5%	40,186	40,186	4.5%
5/19/2012	2012	Inflation Adjustment-3%	15.9690	33,216	3.0%	996	34,212	3.0%	3,687	4,082	-	7,769	11.5%	41,981	41,981	4.5%

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
4/20/2013	2013	Merit Increase-New Pay Plan	16.5180	34,357	3.4%	1,031	35,388	3.4%	4,157	4,300	-	8,457	8.9%	43,845	43,845	4.4%
11/2/2013	2014	Merit Increase	17.1060	35,580	3.6%	1,067	36,648	3.6%	4,661	4,300	-	8,961	6.0%	45,609	45,609	4.0%
11/1/2014	2015	Freeze Wages-No Raise	17.1060	35,580	0.0%	1,067	36,648	0.0%	5,515	4,805	-	10,320	15.2%	46,968	46,968	3.0%
11/1/2015	2016	Freeze Wages-No Raise	17.1060	35,580	0.0%	1,423	37,004	1.0%	5,301	5,011	-	10,312	-0.1%	47,316	47,316	0.7%
11/12/2016	2017	Wage Increase-3%	17.6190	36,648	3.0%	1,466	38,113	3.0%	4,911	5,602	-	10,513	1.9%	48,626	48,626	2.8%
11/11/2017	2018	Wage Increase-2%	17.9710	37,380	2.0%	1,495	38,875		5,084	5,668	-	10,752		24,813		
8/4/2018		Wage Increase-New Pay Plan	18.9720	39,462	5.6%	1,578	41,040	7.7%	5,367	5,668	-	11,035	5.0%	26,038	50,851	4.6%
Percentage Increase from 2000					**96.7%**			**104.6%**					**144.6%**			**106.9%**
18 Year Average Annual Percentage Increase from 2000					**5.4%**			**5.8%**					**8.0%**			**5.9%**

*Notes:

1. FICA, Worker's Compensation, Life Insurance, and Disability Insurance are not included in Fringe Benefits.
2. Other stipends and overtime are not included in annual salary.
3. Information on Fiscal Year Basis, but Health Insurance on calendar year basis.
4. Mid-year adjustments are calculated for half year for comparative purposes.

CITY OF JOPLIN
WAGE AND BENEFIT HISTORY BY POSITION
2000 TO AUGUST 2018
COMMUNITY HEALTH NURSE (RN)-27 YEARS OF SERVICE

			WAGES:						***BENEFITS:***							
DATE	FISCAL YR	DESCRIPTION	HOURLY RATE	ANNUAL SALARY	SALARY % INC	LONGEVITY PAY	TOTAL WAGES	TOTAL WAGE % INC	RETIREMENT	HEALTH INS	DENTAL INS	TOTAL BENEFITS	BENEFITS % INC	YEAR SALARY & BENEFITS	TOTAL SALARY & BENEFITS	TOTAL % INC
11/1/2000	2001	Placement in New Pay Plan	15.0430	31,289		313	31,602		2,910	2,646	228	5,784		37,386	37,386	
11/1/2001	2002	Wage Increase-5% Step	15.8050	32,874	5.1%	657	33,532		2,466	2,646	228	5,340		19,436		
5/4/2002		Inflation Adjustment-1%	15.9630	33,203	1.0%	664	33,867	7.2%	2,490	2,646	228	5,364	-7.3%	19,616	39,051	4.5%
11/2/2002	2003	Merit Increase-5% Step	16.7710	34,884	5.1%	698	35,581		1,430	3,216	228	4,874		20,228		
5/3/2003		Inflation Adjustment-1.5%	17.0230	35,408	1.5%	708	36,116	6.6%	1,452	3,216	228	4,896	-8.7%	20,506	40,734	4.3%
11/15/2003	2004	Merit Increase-5% Step	17.8850	37,201	5.1%	744	37,945		1,897	5,837	297	8,031		22,988		
5/15/2004		Inflation Adjustment-1.25%	18.1090	37,667	1.3%	753	38,420	6.4%	1,921	5,837	297	8,055	64.5%	23,238	46,226	13.5%
5/28/2005	2005	Inflation Adjustment-2%	18.4710	38,420	2.0%	768	39,188	2.0%	2,382	6,124	448	8,954	11.2%	48,142	48,142	4.1%
5/13/2006	2006	Inflation Adjustment-3%	19.0250	39,572	3.0%	1,187	40,759	4.0%	2,651	6,228	532	9,411	5.1%	50,170	50,170	4.2%
11/1/2006	2007	Wage Increase-New Pay Plan	19.3590	40,267	1.8%							-				
11/11/2006		Merit Increase-4% Step	20.1330	41,877	4.0%	1,256	43,133		3,141	7,295	532	10,968		27,050		
4/28/2007		Inflation Adjustment-1%	20.3340	42,295	1.0%	1,269	43,564	6.9%	3,172	7,295	532	10,999	16.9%	27,281	54,332	8.3%
11/10/2007	2008	Employee Topped Out	20.3340	42,295	0.0%	1,269	43,564		2,791	5,995	544	9,330		26,447		
4/26/2008		Inflation Adjustment-2%	20.7410	43,141	2.0%	1,294	44,436	2.0%	2,847	5,995	544	9,386	-14.7%	26,911	53,358	-1.8%
11/8/2008	2009	Merit Increase-4% Step	21.1560	44,004	2.0%	1,320	45,325	2.0%	2,991	7,237	592	10,820	15.3%	54,825	54,825	2.7%
3/13/2010	2010	Wage Increase-3%	21.7910	45,325	3.0%	1,360	46,685	3.0%	4,125	8,096	592	12,813	18.4%	59,498	59,498	8.5%
11/6/2010	2011	Wage Increase-2.5%	22.3360	46,459	2.5%	1,858	48,317	3.5%	4,692	8,335	592	13,619	6.3%	61,937	61,937	4.1%
5/19/2012	2012	Inflation Adjustment-3%	23.0060	47,852	3.0%	1,914	49,767	3.0%	5,312	8,800	597	14,709	8.0%	64,475	64,475	4.1%

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
4/20/2013	2013	Merit Increase-New Pay Plan	23.7470	49,394	3.2%	1,976	51,370	3.2%	5,977	9,029	597	15,603	6.1%	66,972	66,972	3.9%
11/2/2013	2014	Merit Increase	24.5640	51,093	3.4%	2,044	53,137	3.4%	6,693	9,029	612	16,334	4.7%	69,471	69,471	3.7%
11/1/2014	2015	Freeze Wages-No Raise	24.5640	51,093	0.0%	2,044	53,137	0.0%	7,919	10,089	622	18,630	14.1%	71,767	71,767	3.3%
11/1/2015	2016	Freeze Wages-No Raise	24.5640	51,093	0.0%	2,555	53,648	1.0%	7,613	10,524	554	18,691	0.3%	72,339	72,339	0.8%
11/12/2016	2017	Wage Increase-3%	25.2830	52,589	2.9%	2,629	55,218	2.9%	7,047	11,764	554	19,365	3.6%	74,583	74,583	3.1%
11/11/2017	2018	Wage Increase-2%	25.8070	53,679	2.1%	2,684	56,362		7,300	11,903	593	19,796		38,079		
8/4/2018		Wage Increase-New Pay Plan	30.6210	63,692	18.7%	2,548	66,239	20.0%	8,662	11,903	593	21,158	9.3%	43,699	81,778	9.6%
Percentage Increase from 2000					**103.6%**			**109.6%**					**265.8%**			**118.7%**
18 Year Average Annual Percentage Increase from 2000					**5.8%**			**6.1%**					**14.8%**			**6.6%**

*Notes:

1. FICA, Worker's Compensation, Life Insurance, and Disability Insurance are not included in Fringe Benefits.
2. Other stipends and overtime are not included in annual salary.
3. Information on Fiscal Year Basis, but Health Insurance on calendar year basis.
4. Mid-year adjustments are calculated for half year for comparative purposes.

CITY OF JOPLIN
WAGE AND BENEFIT HISTORY BY POSITION
2000 TO AUGUST 2018
ENGINEERING TECHNICIAN-42 YEARS OF SERVICE

			WAGES:						***BENEFITS:***							
DATE	FISCAL YR	DESCRIPTION	HOURLY RATE	ANNUAL SALARY	SALARY % INC	LONGEVITY PAY	TOTAL WAGES	TOTAL WAGE % INC	RETIREMENT	HEALTH INS	DENTAL INS	TOTAL BENEFITS	BENEFITS % INC	YEAR SALARY & BENEFITS	TOTAL SALARY & BENEFITS	TOTAL % INC
11/1/2000	2001	Placement in New Pay Plan	14.3180	29,781		1,191	30,973		2,770	2,646	108	5,524		36,496	36,496	
11/1/2001	2002	Wage Increase-5% Step	15.0430	31,289	5.1%	1,564	32,854		2,347	2,646	108	5,101		18,977		
5/4/2002		Inflation Adjustment-1%	15.1930	31,601	1.0%	1,580	33,182	7.1%	2,370	2,646	108	5,124	-7.2%	19,153	38,130	4.5%
11/2/2002	2003	Merit Increase-5% Step	15.9630	33,203	5.1%	1,660	34,863		1,361	3,216	108	4,685		19,774		
5/3/2003		Inflation Adjustment-1.5%	16.2020	33,700	1.5%	1,685	35,385	6.6%	1,382	3,216	108	4,706	-8.2%	20,045	39,820	4.4%
11/15/2003	2004	Merit Increase-5% Step	17.0230	35,408	5.1%	1,770	37,178		1,806	3,755	112	5,673		21,426		
5/15/2004		Inflation Adjustment-1.25%	17.2360	35,851	1.3%	1,793	37,643	6.4%	1,828	3,755	112	5,695	21.0%	21,669	43,095	8.2%
5/28/2005	2005	Inflation Adjustment-2%	17.5810	36,568	2.0%	1,828	38,397	2.0%	2,267	2,947	168	5,382	-5.5%	43,779	43,779	1.6%
5/13/2006	2006	Inflation Adjustment-3%	18.1080	37,665	3.0%	2,260	39,925	4.0%	2,524	2,986	200	5,710	6.1%	45,634	45,634	4.2%
11/1/2006	2007	Wage Increase-New Pay Plan	18.4270	38,328	1.8%							-				
11/11/2006		Merit Increase-4% Step	19.1640	39,861	4.0%	2,392	42,253		2,990	3,387	200	6,577		24,415		
4/28/2007		Inflation Adjustment-1%	19.3560	40,260	1.0%	2,416	42,676	6.9%	3,020	3,387	200	6,607	15.7%	24,641	49,056	7.5%
11/10/2007	2008	Employee Topped Out	19.3560	40,260	0.0%	2,416	42,676		2,657	3,586	204	6,447		24,562		
4/26/2008		Inflation Adjustment-2%	19.7430	41,065	2.0%	2,464	43,529	2.0%	2,710	3,586	204	6,500	-1.6%	25,015	49,576	1.1%
11/8/2008	2009	Merit Increase-4% Step	20.1380	41,887	2.0%	2,513	44,400	2.0%	2,930	3,198	222	6,350	-2.3%	48,237	48,237	-2.7%
3/13/2010	2010	Wage Increase-3%	20.7420	43,143	3.0%	2,589	45,732	3.0%	3,926	3,504	222	7,652	20.5%	53,384	53,384	10.7%
11/6/2010	2011	Wage Increase-2.5%	21.2610	44,223	2.5%	3,096	47,318	3.5%	4,467	3,713	222	8,402	9.8%	55,720	55,720	4.4%
5/19/2012	2012	Inflation Adjustment-3%	21.8990	45,550	3.0%	3,188	48,738	3.0%	5,056	4,082	235	9,373	11.6%	58,111	58,111	4.3%

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
4/20/2013	2013	Employee Topped Out	21.8990	45,550	0.0%	3,188	48,738	0.0%	5,512	4,300	235	10,047	7.2%	58,785	58,785	1.2%
11/2/2013	2014	Employee Topped Out	21.8990	45,550	0.0%	3,188	48,738	0.0%	5,967	4,300	248	10,515	4.7%	59,253	59,253	0.8%
11/1/2014	2015	Freeze Wages-No Raise	21.8990	45,550	0.0%	3,188	48,738	0.0%	7,060	4,805	252	12,117	15.2%	60,856	60,856	2.7%
11/1/2015	2016	Freeze Wages-No Raise	21.8990	45,550	0.0%	3,644	49,194	0.9%	6,787	5,011	224	12,022	-0.8%	61,216	61,216	0.6%
11/12/2016	2017	Employee Topped Out	21.8990	45,550	0.0%	3,644	49,194	0.0%	6,104	5,602	224	11,930	-0.8%	61,124	61,124	-0.2%
11/11/2017	2018	Employee Topped Out	21.8990	45,550	0.0%	3,644	49,194		6,195	5,668	240	12,103		30,648		
8/4/2018		Wage Increase-New Pay Plan	21.9640	45,685	0.3%	3,655	49,340	0.3%	6,213	5,668	240	12,121	1.6%	30,731	61,379	0.4%
Percentage Increase from 2000					**53.4%**			**59.3%**					**119.4%**			**68.2%**
18 Year Average Annual Percentage Increase from 2000					**3.0%**			**3.3%**					**6.6%**			**3.8%**

*Notes:

1. FICA, Worker's Compensation, Life Insurance, and Disability Insurance are not included in Fringe Benefits.
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CITY OF JOPLIN
WAGE AND BENEFIT HISTORY BY POSITION
2000 TO AUGUST 2018
EQUIPMENT OPERATOR-31 YEARS OF SERVICE

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
11/1/2000	2001	Placement in New Pay Plan	12.9720	26,982		540	27,521		2,509	2,646	228	5,383		32,905	32,905	
11/1/2001	2002	Wage Increase-5% Step	13.6290	28,348	5.1%	850	29,199		2,126	2,646	228	5,000		17,099		
5/4/2002		Inflation Adjustment-1%	13.7650	28,631	1.0%	859	29,490	7.2%	2,147	2,646	228	5,021	-6.7%	17,256	34,355	4.4%
11/2/2002	2003	Employee Topped Out	13.7650	28,631	0.0%	859	29,490		1,174	3,216	228	4,618		17,054		
5/3/2003		Inflation Adjustment-1.5%	13.9720	29,062	1.5%	872	29,934	1.5%	1,192	3,216	228	4,636	-7.7%	17,285	34,339	0.0%
11/15/2003	2004	Employee Topped Out	13.9720	29,062	0.0%	872	29,934		1,482	5,837	297	7,616		18,775		
5/15/2004		Inflation Adjustment-1.25%	14.1470	29,426	1.3%	883	30,309	1.3%	1,501	5,837	297	7,635	64.7%	18,972	37,747	9.9%
5/28/2005	2005	Inflation Adjustment-2%	14.4300	30,014	2.0%	900	30,915	2.0%	1,861	6,124	448	8,433	10.5%	39,348	39,348	4.2%
5/13/2006	2006	Inflation Adjustment-3%	14.8630	30,915	3.0%	927	31,842	3.0%	2,071	6,228	532	8,831	4.7%	40,674	40,674	3.4%
11/1/2006	2007	Wage Increase-New Pay Plan	15.1240	31,458	1.8%							-				
11/11/2006		Merit Increase-4% Step	15.7290	32,716	4.0%	1,309	34,025		2,454	7,295	532	10,281		22,153		
4/28/2007		Inflation Adjustment-1%	15.8860	33,043	1.0%	1,322	34,365	7.9%	2,478	7,295	532	10,305	16.7%	22,335	44,488	9.4%
11/10/2007	2008	Employee Topped Out	15.8860	33,043	0.0%	1,322	34,365		2,181	5,995	544	8,720		21,542		
4/26/2008		Inflation Adjustment-2%	16.2040	33,704	2.0%	1,348	35,052	2.0%	2,224	5,995	544	8,763	-15.0%	21,908	43,450	-2.3%
11/8/2008	2009	Merit Increase-4% Step	16.5280	34,378	2.0%	1,375	35,753	2.0%	2,360	7,237	592	10,189	16.3%	44,567	44,567	2.6%
3/13/2010	2010	Wage Increase-3%	17.0240	35,410	3.0%	1,416	36,826	3.0%	3,222	8,096	592	11,910	16.9%	48,737	48,737	9.4%
11/6/2010	2011	Wage Increase-2.5%	17.4500	36,296	2.5%	1,452	37,748	2.5%	3,666	8,335	592	12,593	5.7%	50,341	50,341	3.3%
5/19/2012	2012	Inflation Adjustment-3%	17.9740	37,386	3.0%	1,869	39,255	4.0%	4,150	8,800	597	13,547	7.6%	52,802	52,802	4.9%

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
4/20/2013	2013	Employee Topped Out	17.9740	37,386	0.0%	1,869	39,255	0.0%	4,524	9,029	597	14,150	4.5%	53,405	53,405	1.1%
11/2/2013	2014	Employee Topped Out	17.9740	37,386	0.0%	1,869	39,255	0.0%	4,898	9,029	612	14,539	2.7%	53,794	53,794	0.7%
11/1/2014	2015	Freeze Wages-No Raise	17.9740	37,386	0.0%	1,869	39,255	0.0%	5,795	10,089	622	16,506	13.5%	55,761	55,761	3.7%
11/1/2015	2016	Freeze Wages-No Raise	17.9740	37,386	0.0%	1,869	39,255	0.0%	5,571	10,524	554	16,649	0.9%	55,904	55,904	0.3%
11/12/2016	2017	Employee Topped Out	17.9740	37,386	0.0%	2,243	39,629	1.0%	5,010	11,764	554	17,328	4.1%	56,957	56,957	1.9%
11/11/2017	2018	Wage Increase-2%	17.9980	37,436	0.1%	2,246	39,682		5,091	11,903	593	17,587		28,635		
8/4/2018		Wage Increase-New Pay Plan	18.0670	37,579	0.4%	2,255	39,834	0.5%	5,111	11,903	593	17,607	1.6%	28,720	57,355	0.7%
Percentage Increase from 2000					**39.3%**			**44.7%**					**227.1%**			**74.3%**
18 Year Average Annual Percentage Increase from 2000					**2.2%**			**2.5%**					**12.6%**			**4.1%**

*Notes:

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CITY OF JOPLIN
WAGE AND BENEFIT HISTORY BY POSITION
2000 TO AUGUST 2018
FIREFIGHTER/EMT-22 YEARS OF SERVICE

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
11/1/2000	2001	Placement in New Pay Plan	9.2658	26,982		300	27,282		4,587	2,646	228	7,461		34,743	34,743	
11/1/2001	2002	Wage Increase-5% Step	9.7350	28,348	5.1%	300	28,648		4,819	2,646	228	7,693		18,171		
5/4/2002		Inflation Adjustment-1%	9.8320	28,631	1.0%	300	28,931	6.0%	4,867	2,646	228	7,741	3.8%	18,336	36,507	5.1%
11/2/2002	2003	Merit Increase-5% Step	10.3300	30,081	5.1%	301	30,382		5,114	3,216	228	8,558		19,470		
5/3/2003		Inflation Adjustment-1.5%	10.4850	30,532	1.5%	305	30,838	6.6%	5,190	3,216	228	8,634	11.5%	19,736	39,206	7.4%
11/15/2003	2004	Merit Increase-5% Step	11.0150	32,076	5.1%	321	32,396		5,453	5,837	297	11,587		21,992		
5/15/2004		Inflation Adjustment-1.25%	11.1531	32,478	1.3%	325	32,803	6.4%	5,521	5,837	297	11,655	35.0%	22,229	44,221	12.8%
5/28/2005	2005	Inflation Adjustment-2%	11.3762	33,127	2.0%	331	33,459	2.0%	5,632	6,124	448	12,204	4.7%	45,662	45,662	3.3%
5/13/2006	2006	Inflation Adjustment-3%	11.7175	34,121	3.0%	682	34,804	4.0%	5,801	6,228	532	12,561	2.9%	47,364	47,364	3.7%
11/1/2006	2007	Wage Increase-New Pay Plan	12.0458	35,077	2.8%							-				
11/11/2006		Merit Increase-4% Step	12.5276	36,480	4.0%	730	37,210		6,202	7,295	532	14,029		25,619		
4/28/2007		Inflation Adjustment-1%	12.6527	36,845	1.0%	737	37,582	8.0%	6,264	7,295	532	14,091	12.2%	25,836	51,455	8.6%
11/10/2007	2008	Merit Increase-4% Step	13.1591	38,319	4.0%	766	39,086		6,514	5,995	544	13,053		26,069		
4/26/2008		Inflation Adjustment-2%	13.4223	39,086	2.0%	782	39,867	6.1%	6,645	5,995	544	13,184	-6.4%	26,526	52,595	2.2%
11/8/2008	2009	Merit Increase-4% Step	13.6908	39,868	2.0%	797	40,665	2.0%	8,133	7,237	592	15,962	21.1%	55,830	55,830	6.2%
3/13/2010	2010	Wage Increase-3%	14.1015	41,064	3.0%	821	41,885	3.0%	9,445	8,096	592	18,133	13.6%	60,017	60,017	7.5%
11/6/2010	2011	Wage Increase-2.5%	14.4540	42,090	2.5%	1,263	43,353	3.5%	10,943	8,335	592	19,870	9.6%	63,223	63,223	5.3%
5/19/2012	2012	Inflation Adjustment-3%	14.8877	43,353	3.0%	1,301	44,654	3.0%	12,078	8,800	597	21,475	8.1%	66,129	66,129	4.6%

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
4/20/2013	2013	Employee Topped Out	14.8877	43,353	0.0%	1,301	44,654	0.0%	13,639	9,029	597	23,265	8.3%	67,918	67,918	2.7%
11/2/2013	2014	Employee Topped Out	14.8877	43,353	0.0%	1,301	44,654	0.0%	13,383	9,029	612	23,024	-1.0%	67,678	67,678	-0.4%
11/1/2014	2015	Freeze Wages-No Raise	14.8877	43,353	0.0%	1,301	44,654	0.0%	12,681	10,089	622	23,392	1.6%	68,045	68,045	0.5%
11/1/2015	2016	Freeze Wages-No Raise	14.8877	43,353	0.0%	1,734	45,087	1.0%	12,603	10,524	554	23,681	1.2%	68,768	68,768	1.1%
11/12/2016	2017	Wage Increase-3%	15.3343	44,653	3.0%	1,786	46,440	3.0%	12,740	11,764	554	25,058	5.8%	71,497	71,497	4.0%
11/11/2017	2018	Wage Increase-2%	15.6255	45,501	1.9%	1,820	47,322		13,164	11,903	593	25,660		36,491		
8/4/2018		Wage Increase-New Pay Plan	15.6874	45,682	0.4%	1,827	47,509	2.3%	13,216	11,903	593	25,712	2.6%	36,610	73,101	2.2%
Percentage Increase from 2000					**69.3%**			**74.1%**					**244.6%**			**110.4%**
18 Year Average Annual Percentage Increase from 2000					**3.9%**			**4.1%**					**13.6%**			**6.1%**

*Notes:

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CITY OF JOPLIN
WAGE AND BENEFIT HISTORY BY POSITION
2000 TO AUGUST 2018
GIS TECHNICIAN-22 YEARS OF SERVICE

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
11/1/2000	2001	Placement in New Pay Plan	13.6290	28,348		-	28,348		2,636	2,646	228	5,510		33,858	33,858	
11/1/2001	2002	Wage Increase-5% Step	14.3180	29,781	5.1%	300	30,081		2,234	2,646	228	5,108		17,594		
5/4/2002		Inflation Adjustment-1%	14.4610	30,079	1.0%	301	30,380	7.2%	2,256	2,646	228	5,130	-6.9%	17,755	35,349	4.4%
11/2/2002	2003	Merit Increase-5% Step	15.1930	31,601	5.1%	316	31,917		1,296	3,216	228	4,740		18,328		
5/3/2003		Inflation Adjustment-1.5%	15.4210	32,076	1.5%	321	32,397	6.6%	1,315	3,216	228	4,759	-7.2%	18,578	36,906	4.4%
11/15/2003	2004	Merit Increase-5% Step	16.2020	33,700	5.1%	337	34,037		1,719	5,837	297	7,853		20,945		
5/15/2004		Inflation Adjustment-1.25%	16.4050	34,122	1.3%	341	34,463	6.4%	1,740	5,837	297	7,874	65.5%	21,169	42,114	14.1%
5/28/2005	2005	Inflation Adjustment-2%	16.7330	34,805	2.0%	348	35,153	2.0%	2,158	6,124	448	8,730	10.9%	43,883	43,883	4.2%
5/13/2006	2006	Inflation Adjustment-3%	17.2350	35,849	3.0%	358	36,207	3.0%	2,402	6,228	532	9,162	4.9%	45,369	45,369	3.4%
11/1/2006	2007	Wage Increase-New Pay Plan	17.8980	37,228	3.8%							-				
11/11/2006		Merit Increase-4% Step	18.6140	38,717	4.0%	774	39,491		2,904	7,295	532	10,731		25,111		
4/28/2007		Inflation Adjustment-1%	18.8000	39,104	1.0%	782	39,886	10.2%	2,933	7,295	532	10,760	17.4%	25,323	50,434	11.2%
11/10/2007	2008	Merit Increase-4% Step	19.5530	40,670	4.0%	813	41,483		2,684	5,995	544	9,223		25,353		
4/26/2008		Inflation Adjustment-2%	19.9440	41,484	2.0%	830	42,314	6.1%	2,738	5,995	544	9,277	-13.8%	25,795	51,149	1.4%
11/8/2008	2009	Merit Increase-4% Step	20.7410	43,141	4.0%	863	44,004	4.0%	2,904	7,237	592	10,733	15.7%	53,874	53,874	5.3%
3/13/2010	2010	Wage Increase-3%	21.3630	44,435	3.0%	889	45,324	3.0%	4,044	8,096	592	12,732	18.6%	58,055	58,055	7.8%
11/6/2010	2011	Wage Increase-2.5%	21.8970	45,546	2.5%	911	46,457	2.5%	4,600	8,335	592	13,527	6.2%	59,984	59,984	3.3%

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
5/19/2012	2012	Inflation Adjustment-3%	22.5540	46,912	3.0%	1,407	48,319	4.0%	5,207	8,800	597	14,604	8.0%	62,924	62,924	4.9%
4/20/2013	2013	Merit Increase-New Pay Plan	22.9570	47,751	1.8%	1,433	49,184	1.8%	5,778	9,029	597	15,404	5.5%	64,587	64,587	2.6%
11/2/2013	2014	Employee Topped Out	22.9570	47,751	0.0%	1,433	49,184	0.0%	6,255	9,029	612	15,896	3.2%	65,080	65,080	0.8%
11/1/2014	2015	Freeze Wages-No Raise	22.9570	47,751	0.0%	1,433	49,184	0.0%	7,401	10,089	622	18,112	13.9%	67,296	67,296	3.4%
11/1/2015	2016	Freeze Wages-No Raise	22.9570	47,751	0.0%	1,433	49,184	0.0%	7,115	10,524	554	18,193	0.4%	67,376	67,376	0.1%
11/12/2016	2017	Wage Increase-3%	23.6460	49,184	3.0%	1,476	50,660	3.0%	6,591	11,764	554	18,909	3.9%	69,568	69,568	3.3%
11/11/2017	2018	Wage Increase-2%	24.1190	50,168	2.0%	2,007	52,175		6,823	11,903	593	19,319		35,747		
8/4/2018		Wage Increase-New Pay Plan	24.2140	50,365	0.4%	2,015	52,380	3.4%	6,850	11,903	593	19,346	2.3%	35,863	71,609	2.9%
Percentage Increase from 2000					**77.7%**			**84.8%**					**251.1%**			**111.5%**
18 Year Average Annual Percentage Increase from 2000					**4.3%**			**4.7%**					**13.9%**			**6.2%**

*Notes:

1. FICA, Worker's Compensation, Life Insurance, and Disability Insurance are not included in Fringe Benefits.
2. Other stipends and overtime are not included in annual salary.
3. Information on Fiscal Year Basis, but Health Insurance on calendar year basis.
4. Mid-year adjustments are calculated for half year for comparative purposes.

CITY OF JOPLIN
WAGE AND BENEFIT HISTORY BY POSITION
2000 TO AUGUST 2018
PARKS CARETAKER-32 YEARS OF SERVICE

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
11/1/2000	2001	Placement in New Pay Plan	12.3470	25,682		900	26,582		2,388	2,646	-	5,034		31,616	31,616	
11/1/2001	2002	Wage Increase-5% Step	12.9720	26,982	5.1%	900	27,882		2,024	2,646	-	4,670		16,276		
5/4/2002		Inflation Adjustment-1%	13.1020	27,252	1.0%	900	28,152	5.9%	2,044	2,646	-	4,690	-6.8%	16,421	32,697	3.4%
11/2/2002	2003	Merit Increase-5% Step	13.1020	27,252	0.0%	900	28,152		1,117	3,216	-	4,333		16,243		
5/3/2003		Inflation Adjustment-1.5%	13.2990	27,662	1.5%	900	28,562	1.5%	1,134	3,216	-	4,350	-7.2%	16,456	32,699	0.0%
11/15/2003	2004	Merit Increase-5% Step	13.2990	27,662	0.0%	900	28,562		1,411	5,837	-	7,248		17,905		
5/15/2004		Inflation Adjustment-1.25%	13.4650	28,007	1.2%	900	28,907	1.2%	1,428	5,837	-	7,265	67.0%	18,086	35,991	10.1%
5/28/2005	2005	Inflation Adjustment-2%	13.7340	28,567	2.0%	900	29,467	1.9%	1,771	6,124	-	7,895	8.7%	37,362	37,362	3.8%
5/13/2006	2006	Inflation Adjustment-3%	14.1460	29,424	3.0%	1,200	30,624	3.9%	1,971	6,228	-	8,199	3.9%	38,823	38,823	3.9%
11/1/2006	2007	Wage Increase-New Pay Plan	14.3950	29,942	1.8%							-				
11/11/2006		Merit Increase-4% Step	14.9710	31,140	4.0%	1,246	32,385		2,335	7,295	-	9,630		21,008		
4/28/2007		Inflation Adjustment-1%	15.1210	31,452	1.0%	1,258	32,710	6.8%	2,359	7,295	-	9,654	17.7%	21,182	42,190	8.7%
11/10/2007	2008	Employee Topped Out	15.1210	31,452	0.0%	1,258	32,710		2,076	5,995	-	8,071		20,390		
4/26/2008		Inflation Adjustment-2%	15.4230	32,080	2.0%	1,283	33,363	2.0%	2,117	5,995	-	8,112	-16.0%	20,738	41,128	-2.5%
11/8/2008	2009	Merit Increase-4% Step	15.7320	32,723	2.0%	1,309	34,031	2.0%	2,246	7,237	-	9,483	16.9%	42,206	42,206	2.6%
3/13/2010	2010	Wage Increase-3%	16.2040	33,704	3.0%	1,348	35,052	3.0%	3,067	8,096	-	11,163	17.7%	46,216	46,216	9.5%
11/6/2010	2011	Wage Increase-2.5%	16.6090	34,547	2.5%	1,727	36,274	3.5%	3,489	8,335	-	11,824	5.9%	48,098	48,098	4.1%
5/19/2012	2012	Inflation Adjustment-3%	17.1070	35,583	3.0%	1,779	37,362	3.0%	3,950	8,800	-	12,750	7.8%	50,111	50,111	4.2%

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
4/20/2013	2013	Merit Increase-New Pay Plan	17.1310	35,632	0.1%	1,782	37,414	0.1%	4,312	9,029	-	13,341	4.6%	50,755	50,755	1.3%
11/2/2013	2014	Employee Topped Out	17.1310	35,632	0.0%	1,782	37,414	0.0%	4,668	9,029	-	13,697	2.7%	51,111	51,111	0.7%
11/1/2014	2015	Freeze Wages-No Raise	17.1310	35,632	0.0%	1,782	37,414	0.0%	5,523	10,089	-	15,612	14.0%	53,026	53,026	3.7%
11/1/2015	2016	Freeze Wages-No Raise	17.1310	35,632	0.0%	2,138	37,770	1.0%	5,309	10,524	-	15,833	1.4%	53,604	53,604	1.1%
11/12/2016	2017	Wage Increase-3%	17.6450	36,702	3.0%	2,202	38,904	3.0%	4,918	11,764	-	16,682	5.4%	55,586	55,586	3.7%
11/11/2017	2018	Wage Increase-2%	17.9980	37,436	2.0%	2,246	39,682		5,091	11,903	-	16,994		28,338		
8/4/2018		Wage Increase-New Pay Plan	18.0670	37,579	0.4%	2,255	39,834	2.4%	5,111	11,903	-	17,014	2.0%	28,424	56,762	2.1%
Percentage Increase from 2000					**46.3%**			**49.9%**					**238.0%**			**79.5%**
18 Year Average Annual Percentage Increase from 2000					**2.6%**			**2.8%**					**13.2%**			**4.4%**

*Notes:

1. FICA, Worker's Compensation, Life Insurance, and Disability Insurance are not included in Fringe Benefits.
2. Other stipends and overtime are not included in annual salary.
3. Information on Fiscal Year Basis, but Health Insurance on calendar year basis.
4. Mid-year adjustments are calculated for half year for comparative purposes.

CITY OF JOPLIN
WAGE AND BENEFIT HISTORY BY POSITION
2000 TO AUGUST 2018
POLICE OFFICER II-20 YEARS OF SERVICE

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
11/1/2000	2001	Placement in New Pay Plan	12.9720	26,982		-	26,982		4,587	2,646	228	7,461		34,443	34,443	
11/1/2001	2002	Wage Increase-5% Step	13.6290	28,348	5.1%	-	28,348		4,819	2,646	228	7,693		18,021		
5/4/2002		Inflation Adjustment-1%	13.7650	28,631	1.0%	-	28,631	6.1%	4,867	2,646	228	7,741	3.8%	18,186	36,207	5.1%
11/2/2002	2003	Merit Increase-5% Step	14.4610	30,079	5.1%	-	30,079		5,113	3,216	228	8,557		19,318		
5/3/2003		Inflation Adjustment-1.5%	14.6780	30,530	1.5%	-	30,530	6.6%	5,190	3,216	228	8,634	11.5%	19,582	38,900	7.4%
11/15/2003	2004	Merit Increase-5% Step	15.4210	32,076	5.1%	321	32,396		5,453	5,837	297	11,587		21,992		
5/15/2004		Inflation Adjustment-1.25%	15.6140	32,477	1.3%	325	32,802	7.4%	5,521	5,837	297	11,655	35.0%	22,229	44,220	13.7%
5/28/2005	2005	Inflation Adjustment-2%	15.9260	33,126	2.0%	331	33,457	2.0%	5,631	6,124	448	12,203	4.7%	45,661	45,661	3.3%
5/13/2006	2006	Inflation Adjustment-3%	16.4040	34,120	3.0%	341	34,462	3.0%	5,800	6,228	532	12,560	2.9%	47,022	47,022	3.0%
11/1/2006	2007	Wage Increase-New Pay Plan	16.5480	34,420	0.9%							-				
11/11/2006		Merit Increase-4% Step	17.2100	35,797	4.0%	358	36,155		6,085	7,295	532	13,912		25,034		
4/28/2007		Inflation Adjustment-1%	17.3820	36,155	1.0%	362	36,516	6.0%	6,146	7,295	532	13,973	11.2%	25,245	50,278	6.9%
11/10/2007	2008	Merit Increase-4% Step	18.0770	37,600	4.0%	376	37,976		6,392	5,995	544	12,931		25,454		
4/26/2008		Inflation Adjustment-2%	18.4390	38,353	2.0%	384	38,737	6.1%	6,520	5,995	544	13,059	-6.5%	25,898	51,351	2.1%
11/8/2008	2009	Merit Increase-4% Step	19.1760	39,886	4.0%	798	40,684	5.0%	8,137	7,237	592	15,966	22.3%	55,852	55,852	8.8%
3/13/2010	2010	Wage Increase-3%	19.7510	41,082	3.0%	822	41,904	3.0%	9,449	8,096	592	18,137	13.6%	60,041	60,041	7.5%
11/6/2010	2011	Wage Increase-2.5%	20.2450	42,110	2.5%	842	42,952	2.5%	10,948	8,335	592	19,875	9.6%	62,827	62,827	4.6%
5/19/2012	2012	Inflation Adjustment-3%	20.8520	43,372	3.0%	867	44,240	3.0%	12,083	8,800	597	21,480	8.1%	65,720	65,720	4.6%

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
4/20/2013	2013	Merit Increase-New Pay Plan	21.5460	44,816	3.3%	896	45,712	3.3%	14,099	9,029	597	23,725	10.4%	69,437	69,437	5.7%
11/2/2013	2014	Merit Increase	22.3130	46,411	3.6%	1,392	47,803	4.6%	14,327	9,029	612	23,968	1.0%	71,771	71,771	3.4%
11/1/2014	2015	Freeze Wages-No Raise	22.3130	46,411	0.0%	1,392	47,803	0.0%	13,575	10,089	622	24,286	1.3%	72,090	72,090	0.4%
11/1/2015	2016	Freeze Wages-No Raise	22.3130	46,411	0.0%	1,392	47,803	0.0%	13,492	10,524	554	24,570	1.2%	72,373	72,373	0.4%
11/12/2016	2017	Wage Increase-3%	22.9820	47,803	3.0%	1,434	49,237	3.0%	13,638	11,764	554	25,956	5.6%	75,193	75,193	3.9%
11/11/2017	2018	Wage Increase-2%	23.4420	48,759	2.0%	1,463	50,222		14,106	11,903	593	26,602		38,412		
8/4/2018		Wage Increase-New Pay Plan	24.2140	50,365	3.3%	1,511	51,876	5.4%	14,571	11,903	593	27,067	4.3%	39,471	77,883	3.6%
Percentage Increase from 2000					**86.7%**			**92.3%**					**262.8%**			**126.1%**
18 Year Average Annual Percentage Increase from 2000					**4.8%**			**5.1%**					**14.6%**			**7.0%**

*Notes:

1. FICA, Worker's Compensation, Life Insurance, and Disability Insurance are not included in Fringe Benefits.
2. Other stipends and overtime are not included in annual salary.
3. Information on Fiscal Year Basis, but Health Insurance on calendar year basis.
4. Mid-year adjustments are calculated for half year for comparative purposes.

CITY OF JOPLIN
WAGE AND BENEFIT HISTORY BY POSITION
2000 TO AUGUST 2018
PUBLIC SAFETY COMMUNICATIONS SUPERVISOR-29 YEARS OF SERVICE

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
11/1/2000	2001	Placement in New Pay Plan	13.6290	28,348		600	28,948		2,636	2,646	108	5,390		34,339	34,339	
11/1/2001	2002	Wage Increase-5% Step	14.3180	29,781	5.1%	600	30,381		2,234	2,646	108	4,988		17,685		
5/4/2002		Inflation Adjustment-1%	14.4610	30,079	1.0%	602	30,680	6.0%	2,256	2,646	108	5,010	-7.1%	17,845	35,530	3.5%
11/2/2002	2003	Merit Increase-5% Step	15.1930	31,601	5.1%	632	32,233		1,296	3,216	108	4,620		18,427		
5/3/2003		Inflation Adjustment-1.5%	15.4210	32,076	1.5%	642	32,717	6.6%	1,315	3,216	108	4,639	-7.4%	18,678	37,105	4.4%
11/15/2003	2004	Merit Increase-5% Step	16.2020	33,700	5.1%	1,011	34,711		1,719	3,755	112	5,586		20,148		
5/15/2004		Inflation Adjustment-1.25%	16.4050	34,122	1.3%	1,024	35,146	7.4%	1,740	3,755	112	5,607	20.9%	20,377	40,525	9.2%
5/28/2005	2005	Inflation Adjustment-2%	16.7330	34,805	2.0%	1,044	35,849	2.0%	2,158	2,947	168	5,273	-6.0%	41,122	41,122	1.5%
5/13/2006	2006	Inflation Adjustment-3%	17.2350	35,849	3.0%	1,075	36,924	3.0%	2,402	2,986	200	5,588	6.0%	42,512	42,512	3.4%
11/1/2006	2007	Wage Increase-New Pay Plan	17.8980	37,228	3.8%							-				
11/11/2006		Merit Increase-4% Step	18.6140	38,717	4.0%	1,162	39,879		2,904	3,387	200	6,491		23,185		
4/28/2007		Inflation Adjustment-1%	18.8000	39,104	1.0%	1,173	40,277	9.1%	2,933	3,387	200	6,520	16.7%	23,398	46,583	9.6%
11/10/2007	2008	Merit Increase-4% Step	19.5530	40,670	4.0%	1,220	41,890		2,684	3,586	204	6,474		24,182		
4/26/2008		Inflation Adjustment-2%	19.9440	41,484	2.0%	1,245	42,728	6.1%	2,738	3,586	204	6,528	0.1%	24,628	48,810	4.8%
11/8/2008	2009	Merit Increase-4% Step	20.7410	43,141	4.0%	1,726	44,867	5.0%	2,961	3,198	222	6,381	-2.2%	49,522	49,522	1.5%
3/13/2010	2010	Wage Increase-3%	21.3630	44,435	3.0%	1,777	46,212	3.0%	4,044	3,504	222	7,770	21.8%	53,982	53,982	9.0%
11/6/2010	2011	Wage Increase-2.5%	21.8970	45,546	2.5%	1,822	47,368	2.5%	4,600	3,713	222	8,535	9.9%	55,903	55,903	3.6%
5/19/2012	2012	Inflation Adjustment-3%	22.5540	46,912	3.0%	1,876	48,789	3.0%	5,207	4,082	235	9,524	11.6%	58,313	58,313	4.3%

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
4/20/2013	2013	New Pay Plan-Merit Increase	23.3820	48,635	3.7%	1,945	50,580	3.7%	5,885	4,300	235	10,420	9.4%	61,000	61,000	4.6%
11/2/2013	2014	Merit Increase	24.1040	50,136	3.1%	2,507	52,643	4.1%	6,568	4,300	248	11,116	6.7%	63,759	63,759	4.5%
11/1/2014	2015	Freeze Wages-No Raise	24.1040	50,136	0.0%	2,507	52,643	0.0%	7,771	4,805	252	12,828	15.4%	65,471	65,471	2.7%
11/1/2015	2016	Freeze Wages-No Raise	24.1040	50,136	0.0%	2,507	52,643	0.0%	7,470	5,011	224	12,705	-1.0%	65,348	65,348	-0.2%
11/12/2016	2017	Wage Increase-3%	24.8270	51,640	3.0%	2,582	54,222	3.0%	6,920	5,602	224	12,746	0.3%	66,968	66,968	2.5%
11/11/2017	2018	Wage Increase-2%	25.3240	52,674	2.0%	2,634	55,308		7,164	5,668	240	13,072		34,190		
8/4/2018		Wage Increase-New Pay Plan	25.4230	52,880	0.4%	2,644	55,524	2.4%	7,192	5,668	240	13,100	2.8%	34,312	68,501	2.3%
Percentage Increase from 2000					**86.5%**			**91.8%**					**143.0%**			**99.5%**
18 Year Average Annual Percentage Increase from 2000					**4.8%**			**5.1%**					**7.9%**			**5.5%**

*Notes:

1. FICA, Worker's Compensation, Life Insurance, and Disability Insurance are not included in Fringe Benefits.
2. Other stipends and overtime are not included in annual salary.
3. Information on Fiscal Year Basis, but Health Insurance on calendar year basis.
4. Mid-year adjustments are calculated for half year for comparative purposes.

CITY OF JOPLIN
WAGE AND BENEFIT HISTORY BY POSITION
2000 TO AUGUST 2018
SENIOR CLERK-20 YEARS OF SERVICE

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
11/1/2000	2001	Placement in New Pay Plan	9.1820	19,099		-	19,099		1,776	2,646	108	4,530		23,629	23,629	
11/1/2001	2002	Wage Increase-5% Step	9.6450	20,062	5.0%	-	20,062		1,505	2,646	108	4,259		12,160		
5/4/2002		Inflation Adjustment-1%	9.7420	20,263	1.0%	-	20,263	6.1%	1,520	2,646	108	4,274	-5.7%	12,269	24,429	3.4%
11/2/2002	2003	Merit Increase-5% Step	10.2350	21,289	5.1%	300	21,589		873	3,216	108	4,197		12,893		
5/3/2003		Inflation Adjustment-1.5%	10.3890	21,609	1.5%	300	21,909	8.1%	886	3,216	108	4,210	-1.5%	13,060	25,952	6.2%
11/15/2003	2004	Merit Increase-5% Step	10.9150	22,703	5.1%	300	23,003		1,158	3,755	112	5,025		14,014		
5/15/2004		Inflation Adjustment-1.25%	11.0510	22,986	1.2%	300	23,286	6.3%	1,172	3,755	112	5,039	19.7%	14,163	28,177	8.6%
5/28/2005	2005	Inflation Adjustment-2%	11.2720	23,446	2.0%	300	23,746	2.0%	1,454	2,947	168	4,569	-9.3%	28,314	28,314	0.5%
5/13/2006	2006	Inflation Adjustment-3%	11.6100	24,149	3.0%	300	24,449	3.0%	1,618	2,986	200	4,804	5.2%	29,253	29,253	3.3%
11/1/2006	2007	Wage Increase-New Pay Plan	11.7160	24,369	0.9%							-				
11/11/2006		Merit Increase-4% Step	12.1850	25,345	4.0%	300	25,645		1,901	3,387	200	5,488		15,566		
4/28/2007		Inflation Adjustment-1%	12.3070	25,599	1.0%	300	25,899	5.9%	1,920	3,387	200	5,507	14.6%	15,703	31,269	6.9%
11/10/2007	2008	Merit Increase-4% Step	12.7990	26,622	4.0%	600	27,222		1,757	3,586	204	5,547		16,384		
4/26/2008		Inflation Adjustment-2%	13.0550	27,154	2.0%	600	27,754	7.2%	1,792	3,586	204	5,582	1.4%	16,668	33,053	5.7%
11/8/2008	2009	Merit Increase-4% Step	13.5770	28,240	4.0%	600	28,840	3.9%	1,903	3,198	222	5,323	-4.6%	33,564	33,564	1.5%
3/13/2010	2010	Wage Increase-3%	13.9840	29,087	3.0%	600	29,687	2.9%	2,647	3,504	222	6,373	19.7%	36,060	36,060	7.4%
11/6/2010	2011	Wage Increase-2.5%	14.3340	29,815	2.5%	600	30,415	2.5%	3,011	3,713	222	6,946	9.0%	37,361	37,361	3.6%
5/19/2012	2012	Inflation Adjustment-3%	14.7640	30,709	3.0%	614	31,323	3.0%	3,409	4,082	235	7,726	11.2%	39,049	39,049	4.5%

			WAGES:						***BENEFITS:***							
DATE	**FISCAL YR**	**DESCRIPTION**	**HOURLY RATE**	**ANNUAL SALARY**	**SALARY % INC**	**LONGEVITY PAY**	**TOTAL WAGES**	**TOTAL WAGE % INC**	**RETIREMENT**	**HEALTH INS**	**DENTAL INS**	**TOTAL BENEFITS**	**BENEFITS % INC**	**YEAR SALARY & BENEFITS**	**TOTAL SALARY & BENEFITS**	**TOTAL % INC**
4/20/2013	2013	New Pay Plan-Merit Increase	15.3220	31,870	3.8%	956	32,826	4.8%	3,856	4,300	235	8,391	8.6%	41,217	41,217	5.6%
11/2/2013	2014	Merit Increase	15.9520	33,180	4.1%	995	34,176	4.1%	4,347	4,300	248	8,895	6.0%	43,070	43,070	4.5%
11/1/2014	2015	Freeze Wages-No Raise	15.9520	33,180	0.0%	995	34,176	0.0%	5,143	4,805	252	10,200	14.7%	44,375	44,375	3.0%
11/1/2015	2016	Freeze Wages-No Raise	15.9520	33,180	0.0%	995	34,176	0.0%	4,944	5,011	224	10,179	-0.2%	44,354	44,354	0.0%
11/12/2016	2017	Wage Increase-3%	16.4310	34,176	3.0%	1,025	35,202	3.0%	4,580	5,602	224	10,406	2.2%	45,607	45,607	2.8%
11/11/2017	2018	Wage Increase-2%	16.7600	34,861	2.0%	1,394	36,255		4,741	5,668	240	10,649		23,452		
8/4/2018		Wage Increase-New Pay Plan	17.2080	35,793	2.7%	1,432	37,224	5.7%	4,868	5,668	240	10,776	3.6%	24,000	47,452	4.0%
Percentage Increase from 2000					**87.4%**			**94.9%**					**137.9%**			**100.8%**
18 Year Average Annual Percentage Increase from 2000					**4.9%**			**5.3%**					**7.7%**			**5.6%**

*Notes:

1. FICA, Worker's Compensation, Life Insurance, and Disability Insurance are not included in Fringe Benefits.
2. Other stipends and overtime are not included in annual salary.
3. Information on Fiscal Year Basis, but Health Insurance on calendar year basis.
4. Mid-year adjustments are calculated for half year for comparative purposes.

PUBLIC SAFETY SALES TAX
ANALYSIS
As of April 30, 2018
Sales Tax Rate .50% (1/2)

	PS SALES TAX FY 2018	PS SALES TAX FY 2017	PS SALES TAX FY 2016	PS SALES TAX FY 2015	PS SALES TAX FY 2014	PS SALES TAX FY 2013	PS SALES TAX FY 2012	PS SALES TAX FY 2011	PS SALES TAX FY 2010	PS SALES TAX GRAND TOTAL
Beginning Fund Balance	$ 6,846,540	$ 8,809,822	$ 10,247,328	$ 12,098,927	$ 10,952,669	$ 12,306,432	$ 12,404,776	$ 10,218,565	$ 8,340,901	$ -
Revenues:										
Sales tax receipts	$ 3,694,915	$ 7,110,222	$ 6,858,857	$ 6,797,065	$ 6,567,783	$ 6,209,357	$ 6,417,984	$ 6,281,860	$ 5,815,642	$ 70,965,403
Land Donation	-	-	-	-	-	-	-	-	36,000	36,000
Total Revenue	$ 3,694,915	$ 7,110,222	$ 6,858,857	$ 6,797,065	$ 6,567,783	$ 6,209,357	$ 6,417,984	$ 6,281,860	$ 5,851,642	$ 71,001,403
Expenditures:										
Public Works:										
Electric Charges-Street Lights	$ 180,699	$ 332,683	$ 333,810	$ 308,949	$ 336,952	$ 342,831	$ 244,282	$ 207,346	$ 96,725	$ 2,423,813
Sub-Total Public Works	$ 180,699	$ 332,683	$ 333,810	$ 308,949	$ 336,952	$ 342,831	$ 244,282	$ 207,346	$ 96,725	$ 2,423,813
Police:										
Wages & Benefits	$ 915,134	$ 1,679,688	$ 1,690,097	$ 1,779,680	$ 1,812,395	$ 2,377,418	$ 1,670,021	$ 1,608,017	$ 1,506,077	$ 17,728,268
Wearing Apparel	4,382	17,551	16,603	15,195	14,325	17,404	15,767	14,201	18,075	201,342
Maintenance Supplies	-	-	-	-	-	-	900	833	979	5,615
Operational Supplies	7,939	32,399	20,314	13,731	12,493	15,739	21,317	19,529	27,283	256,384
Computer Peripherals	-	-	119	-	-	-	-	-	1,997	2,116
General Office Supplies	100	482	298	607	563	1,271	588	907	1,151	7,134
Small Office Equipment	-	-	-	-	-	-		-	-	490
Small Office Furnishings	-	-	400	450	-	480		-	-	3,175
Chemical & Laboratory Suppl	995	1,771	772	2,304	2,121	1,893	2,245	1,871	457	19,306
Telephone Charges	8,104	24,293	32,385	11,007	9,274	8,060	6,140	4,300	3,214	111,824
Cellular Telephone	159	378	378	220	-	-	-	-	-	1,136
Fuel, Oil & Diesel	4,967	11,603	10,872	18,416	30,159	40,768	51,756	58,639	46,095	341,169
Central Garage Repairs	3,814	24,327	21,466	12,970	15,863	35,559	44,647	40,489	33,738	268,846
Vehicle Lease	-	-	-	-	-	-		-	-	2,700
Vehicle Cleaning	-	-	-	-	-	-		-	-	226
Laundry Services	-	-	-	-	-	273	1,270	979	764	6,129
Maintenance Contracts & Agr	8,493	21,654	30,220	41,650	41,704	40,886	40,395	43,684	34,804	382,659
Travel Expenses	2,994	3,456	4,347	2,573	2,106	3,226	4,244	1,216	3,712	47,137
Conferences & Seminars	1,000	5,521	12,530	11,185	9,742	5,915	4,255	2,555	5,654	58,357
Dues & Memberships	-	35	40	35	80	-	-	-	-	190
Publications & Subscriptions	-	-	-	-	-	-		-	798	798
Printing Services	-	261	110	-	-	817	504	320	1,160	4,261
Liability Insurance	16,650	43,244	32,962	29,981	27,900	32,203	24,571	-	-	207,510
Land Acquisition	-	-	-	-	-	-		-	-	198,456
Motor Vehicles	93,521	44,606	68,500	31,781	-	89,241		-	-	732,771

Prepared by: Leslie Haase

PUBLIC SAFETY SALES TAX
ANALYSIS
As of April 30, 2018
Sales Tax Rate .50% (1/2)

	PS SALES TAX FY 2018	PS SALES TAX FY 2017	PS SALES TAX FY 2016	PS SALES TAX FY 2015	PS SALES TAX FY 2014	PS SALES TAX FY 2013	PS SALES TAX FY 2012	PS SALES TAX FY 2011	PS SALES TAX FY 2010	PS SALES TAX GRAND TOTAL
Building Improvements	-	-	-	-	5,153	-	-	-	-	5,153
Operating Equipment	78,772	44,580	47,259	26,331	14,988	12,462		-	-	273,558
Computer Equipment	-	8,711	-	2,415	3,608			-	19,673	648,787
Transfers Out	298,812	563,478	684,803	655,959	649,951	598,436	582,896	572,782	527,425	5,993,012
Sub-Total Police	$ 1,445,837	$ 2,528,037	$ 2,674,475	$ 2,656,488	$ 2,652,426	$ 3,282,052	$ 2,471,515	$ 2,370,322	$ 2,233,056	$ 27,508,509
Fire:										
Wages & Benefits	$ 732,814	$ 1,685,230	$ 1,626,508	$ 1,562,845	$ 1,383,475	$ 1,840,181	$ 1,256,016	$ 387,432	$ 320,276	$ 11,693,989
Wearing Apparel	965	5,566	6,455	4,662	3,066	1,787	12,528	3,237	1,399	44,767
Operational Supplies	-	637	1,488	58	6,034	3,236	5,017	4,549	2,334	24,692
Computer Peripherals	-	-	192	-	-	-	-	-	-	192
Small Office Furnishings	1,596	-	-	-	-	-	-	-	-	1,596
Safety Equipment		5,455	10,447	10,378	6,421	15,135	45,715	13,875	10,083	128,600
Electric Charges	8,970	18,181	31,119	41,476	32,558	17,884	10,316	-	-	160,503
Gas Charges	446	-	905	1,569	4,391	3,153	392	-	-	10,857
Telephone Charges	122	216	220	3,099	185	97	44	-	-	3,983
Water Charges	2,376	3,243	11,319	12,813	10,497	5,074	3,433	-	-	48,756
Wastewater Charges	530	1,063								1,593
Sanitation Charges	1,059	1,945	1,770	1,757	231	283	66	-	-	7,112
Fuel, Oil & Diesel	183	544	508	460	-	-	-	-	-	1,695
Pest Control	-	400	270	405	270	-	70	-	-	1,415
Property Repairs	680	332	1,107	1,178	203	-	-	-	-	3,501
Central Garage Repairs	-	-	687	1,355	120	-	-	-	-	2,162
FEMA Cleanup Fees	-	-	-	-	4,828	1,081,134	-	-	-	1,085,962
Maintenance Contracts & Agr	3,107	7,366	9,240	10,621	10,170	8,844	8,454	7,830	6,418	89,826
Travel Expenses	76	1,143	1,992	101	786	-		-	56	4,411
Conferences & Seminars	265	230	545	-	800	-		-	95	1,935
Paramedic Training	355	5,775	545	300	1,634	2,077	1,737	9,927	-	22,350
Educational Materials	-	-	-	-	-	2,108		1,093	1,360	4,561
Liability Insurance	16,173	40,480	33,550	27,647	25,924	24,606	5,158	-	-	173,537
Building Acquisitions	5,393	-	4,590	-	-	3,401	1,417,438	676,141	51,332	2,159,526
Land Acquisition	-	-	155,890	-	-	-		-	36,000	191,890
Motor Vehicles	-	-	-	-	28,262	296,063	545,069	-	858,209	1,727,603
Emergency Operating Equip	16,520	-	-	-	8,556	2,086	114,738	92,826	-	234,726
Computer Equipment	1,053	-	-	-	-	5,294	7,796	-	649	95,852
Transfers Out	192,729	360,519	374,155	333,048	323,098	289,830	168,692	156,327	140,969	2,513,621
Sub-Total Fire	$ 985,410	$ 2,138,323	$ 2,273,501	$ 2,013,774	$ 1,851,510	$ 3,602,273	$ 3,602,678	$ 1,353,236	$ 1,429,181	$ 20,441,212
PS Training Center:										

PUBLIC SAFETY SALES TAX
ANALYSIS
As of April 30, 2018
Sales Tax Rate .50% (1/2)

	PS SALES TAX FY 2018	PS SALES TAX FY 2017	PS SALES TAX FY 2016	PS SALES TAX FY 2015	PS SALES TAX FY 2014	PS SALES TAX FY 2013	PS SALES TAX FY 2012	PS SALES TAX FY 2011	PS SALES TAX FY 2010	PS SALES TAX GRAND TOTAL
Janitorial Supplies	$ 1,026	$ 1,117	$ 264	$ 90	$ -	$ 1,541	$ -	$ -	$ -	$ 4,038
Maintenance Supplies	-	-	95	-	-	-	-	-	-	95
Operational Supplies	416	1,069	746	585	402	781	-	-	-	3,998
General Office Supplies	150	926	499	341	297	357	-	-	-	2,571
Small Office Furnishings	-	-	-	-	152	-	-	-	-	152
Food & Beverage	79	-	-	-	-	-	-	-	-	79
Chemical & Lab Supplies	-	2,508	2,041	-	-	-	-	-	-	4,549
Facility Lease & Rental	59,385	71,325	17,910	23,880	23,880	3,980				200,360
Electric Charges	11,340	20,162	1,853	148	-	-	-	-	-	33,503
Gas Charges	15,240	9,569	8,882	-	-	-	-	-	-	33,692
Telephone Charges	1,706	10,406	16,398	13,683	11,209	3,140				56,541
Water Charges	1,786	2,726	-	-	-	-	-	-	-	4,511
Wastewater Charges	1,027	1,568	885	3,043						6,523
Sanitation Charges	390	773	660	-	-	-	-	-	-	1,823
Fuel, Oil & Diesel	-	1,172	78	-	-	-	-	-	-	1,250
Pest Control	1,045	1,050	-	-	-	-	-	-	-	2,095
Freight & Delivery	376	-	46							423
Property Repairs	124	2,721	1,283	853	-	-	-	-	-	4,982
Contractor Fees	-	870	-	-	2,079	-	-	-	-	2,949
Maintenance Contracts & Agr	5,500	5,500	5,500	5,500						22,000
Educational Materials	3,027	7,815	2,915	4,658	5,500	-	-	-	-	23,915
Copy Services	1,356	2,894	10,923	10,850						26,023
Fees & Permits	-	-	-	370	-	-	-	-	-	370
Liability Insurance	1,958	4,879	5,042	4,110						15,989
Building Acquisitions	14,519	3,440,584	2,481,437	3,213,429	180,511	-	-	-	-	9,330,479
Office Equipment	-	-	-	-	-	15,748	-	-	-	15,748
Office Furnishings	-	-	-	-	-	34,651	-	-	-	34,651
Computer Equipment	7,493	-	-	-	-	3,631	-	-	-	11,124
Sub-Total PS Training Center	$ 127,942	$ 3,589,634	$ 2,557,458	$ 3,281,540	$ 224,029	$ 63,830	$ -	$ -	$ -	$ 9,844,433
TIF Payments to Developer	$ 260,723	$ 484,827	$ 457,120	$ 387,912	$ 356,607	$ 272,134	$ 197,854	$ 164,746	$ 215,016	$ 3,242,592
Sub-Total TIF Payments Out	$ 260,723	$ 484,827	$ 457,120	$ 387,912	$ 356,607	$ 272,134	$ 197,854	$ 164,746	$ 215,016	$ 3,242,592
Total Expenditures	$ 3,000,611	$ 9,073,503	$ 8,296,363	$ 8,648,664	$ 5,421,525	$ 7,563,120	$ 6,516,328	$ 4,095,649	$ 3,973,978	$ 63,460,559
Net Change in Fund Balance	$ 694,304	$ (1,963,282)	$ (1,437,507)	$ (1,851,598)	$ 1,146,258	$ (1,353,763)	$ (98,344)	$ 2,186,211	$ 1,877,664	$ 7,540,844
Ending Fund Balance	$ 7,540,844	$ 6,846,540	$ 8,809,822	$ 10,247,328	$ 12,098,927	$ 10,952,669	$ 12,306,432	$ 12,404,776	$ 10,218,565	$ 7,540,844

Prepared by: Leslie Haase

CITY OF JOPLIN, MISSOURI
PUBLIC SAFETY SALES TAX
PROJECTED EXPENDITURES COMPARED TO SALES TAX ITEMS
As of April 30, 2018

DESCRIPTION	PER PERSON		ORIGINAL PROJECTED COSTS	ANNUAL FY 2018 COSTS	PRIOR YEARS COSTS	GRAND TOTAL COSTS	SUMMARY/EXPLANATION
OPERATIONAL EXPENDITURES (ANNUAL):							
25 Additional Police Officers (5 Addtl/5 Shifts)	70,782	*	1,769,550	1,197,787	21,600,478	22,798,264	25 Police Officers hired
5 Detectives/Crime Analyst/Drug Interdiction	70,782	*	353,910	239,557	3,427,268	3,666,826	5 Police Officer/Detectives hired
15 Additional Firefighters for 1st Additional Station (4 Addtl/3 Shifts, plus 3 coverage)	48,379		725,685	669,752	8,035,135	8,704,887	15 Firefighters hired
3 Coverage Firefighters for Current Operations	48,379		145,137	133,950	2,609,149	2,743,100	3 Firefighters hired
Increase Station 3 Personnel to 4 Staff	48,379		145,137	133,950	2,609,149	2,743,100	3 Firefighters hired
12 Firefighters for 2nd Additional Station	48,379		580,548				
Fire Training Captain	56,051		56,051	44,650	685,998	730,648	1 Fire Training Captain hired
Neighborhood Security Light Program (3,700 Additional at $250 each annually)			925,000	180,699	2,243,115	2,423,814	2,400 Streetlights
Wireless Access for Public Safety			50,000	11,600	460,885	472,485	Monthly Recurring Charge
Police Substation			10,000	-	198,456	198,456	Substation to be repaid
Public Safety Training Center			-	105,930	336,701	442,631	
Sub-Total Operational Ongoing Costs			4,761,018	2,717,876	42,206,334	44,924,211	
CAPITAL EXPENDITURES (ONE-TIME):							
Mobile Data Computers			375,000		326,190	326,190	MDC's-58 for Police & 15 for Fire Installed
1st Additional Westside Station			1,325,000	-	2,194,100	2,194,100	Construction Complete
Engine for Westside Station			450,000	-	728,053	728,053	Engine Purchased
First Response Vehicle for Westside Station			200,000	-	303,443	303,443	Rescue Purchased
Brush Truck for Westside Station			50,000	-	32,376	32,376	Brush Truck Purchased
Joint Fire/Police Training Center			3,000,000	-	3,457,770	3,457,770	Phase I Complete
Ladder Truck Replacement for Station 1			1,000,000		858,209	858,209	Ladder Truck Obtained
Handheld Ticket Writers ($5,000 @ 46)			230,000		75,664	75,664	Software Based Ticket Writers
Public Safety AS/400 New Unit			100,000		127,476	127,476	Installation Complete
2nd Additional Eastside Station			1,325,000	-	160,480	160,480	
Engine for Eastside Station			450,000				
Additional Joint Fire/Police Training Center Needs			2,000,000	22,012	5,922,021	5,944,033	Training Center Completed
Rebuild Fire Stations lost in tornado				-	1,085,962	1,085,962	Stations rebuilt
Sub-Total One-Time Capital Costs			10,505,000	22,012	15,271,744	15,293,756	
TIF Expense Payments to Developer				260,723	2,981,869	3,242,592	
GRAND TOTAL ACTUAL EXPENDITURES				**3,000,611**	**60,459,948**	**63,460,559**	

*The cost of additional dispatchers and vehicles is included in the per person police officer cost.
**Support Growth of $558,000 and Replacement Reserve of $600,000 not shown.
Completed Capital Items