



PUBLIC SAFETY NEEDS

▪ May 9, 2022

In The Past

In The Future

The Circle Chart

In Theory

In The
Real World

What are possible root causes of the problem? What are the barriers to progress?

Possible Diagnoses II

Brainstorm possible solutions. How might you address the root causes? Eliminate barriers? Create new possibilities?

III Possible Prescriptions

Symptoms I

What alerts you that there is a problem? What is the gap between the current state and future desired state?

IV Action

Specific next steps: What concrete actions will you take? Who will play what role? Timeframe and deadlines?

What Is Wrong?

What Might Be Done?

Symptoms/Problem: Attraction and Retention of Public Safety Personnel

- Possible Diagnosis:
 - Staffing and Workload
 - Quality of Life and Job Satisfaction
 - The old pension system
 - Compensation
 - Inability to financially keep up with growing needs

Symptoms/Problem: Attraction and Retention of Public Safety Personnel

- Possible Prescriptions:
 - Add additional staffing
 - Shift to more friendly schedules (PD)
 - Improve Recognition and Morale
 - Allow Public Safety Personnel to extend careers
 - Improve Compensation
 - Pursue need funding methods

Symptoms/Problem: Attraction and Retention of Public Safety Personnel

- Possible Actions/Solutions:
 - Add additional staffing
 - Shift to more friendly schedules (PD)
 - Improve Recognition and Morale
 - Allow Public Safety Personnel to extend careers
 - Improve Compensation
 - Pursue need funding methods

POLICE PAY PLAN SUMMARY

CURRENT PAY PLAN

GRADE	POSITION	BEG STEP	END STEP
166	Police Officer Trainee	\$32,119	N/A
196	Police Officer	\$37,789	\$56,447
206	Police Corporal	\$40,716	\$60,072
316	Police Sergeant	\$45,804	\$69,041
346	Police Captain	\$59,334	\$88,319
366	Asst Chief	\$60,911	\$92,302
406	Police Chief	\$78,343	\$118,084

PROPOSED PAY PLAN

GRADE	POSITION	BEG STEP	END STEP
166	Police Officer Trainee	\$37,789	\$38,923
196	Police Officer	\$47,789	\$70,180
206	Police Corporal	\$54,957	\$80,707
316	Police Sergeant	\$63,201	\$95,597
346	Police Captain	\$79,001	\$119,496
366	Asst Police Chief	\$86,901	\$131,446
406	Police Chief	\$95,591	\$144,591

SUMMARY OF POLICE PAY PLAN PROVISIONS

- \$10,000 Beginning Wage Increase for Police Officer over Current Starting Pay (Provisions for Trainee Different)
- 3% Between Steps with 14 or 15 Steps
- 10%, 15% or 25% Between Grades with 47% or 51% Across Grades

SUMMARY OF POLICE PAY PLAN PROVISIONS

- Placement within new Pay Plan will be on Step corresponding to number of years in Current Position with no less than at least:
 - A 10% Pay Increase for Police Officers
 - A 20% Pay Increase for Corporals and Sergeants
 - A 25% Pay Increase for Captains
 - A 10% Pay Increase for Assistant Police Chief and Police Chief

FIRE PAY PLAN SUMMARY

CURRENT PAY PLAN

GRADE	POSITION	BEG STEP	END STEP
162	Firefighter Trainee	\$32,471	N/A
172	Firefighter/EMT	\$34,178	\$50,302
192	Fire Driver/Engineer	\$38,051	\$55,356
312	Fire Captain	\$45,993	\$69,043
342	Battalion Chief Fire Marshal Fire Training Chief	\$55,426	\$79,924
362	Deputy Fire Chief	\$63,292	\$89,382
402	Fire Chief	\$79,377	\$118,084

PROPOSED PAY PLAN

GRADE	POSITION	BEG STEP	END STEP
162	Firefighter Trainee	\$34,178	\$35,203
172	Firefighter/EMT	\$44,178	\$64,877
192	Fire Driver/Engineer	\$50,805	\$74,608
312	Fire Captain	\$58,425	\$88,374
342	Battalion Chief Fire Marshal Fire Training Chief	\$67,189	\$101,630
362	Deputy Fire Chief	\$77,268	\$116,874
402	Fire Chief	\$88,858	\$134,405

SUMMARY OF FIRE PAY PLAN PROVISIONS

- \$10,000 Beginning Wage Increase for Firefighter/EMT over Current Starting Pay (Provisions for Trainee Different)
- 3% Between Steps with 14 or 15 Steps
- 15% Between Grades with 47% or 51% Across Grades

SUMMARY OF FIRE PAY PLAN PROVISIONS

- Placement within new Pay Plan will be on Step corresponding to number of years in Current Position with no less than:
- A 10% Pay Increase for Firefighters/EMT
- A 20% Pay Increase for Fire Driver, Fire Captain, Battalion Chief, Fire Training Chief, and Fire Marshal
- A 10% Pay Increase for Deputy Fire Chief and Fire Chief

ANTICIPATED UNFUNDED EXPENDITURES

POLICE DEPARTMENT NEEDS:

Additional Police Staffing	\$2,200,000
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- Up to 22 Officers

Additional Support Staffing	\$160,000
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- Up to 3 Positions-Dispatch, Court, etc.

Dispatch 5% Increase	\$50,000
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Re-hire Tier 1 at same level	\$750,000
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Est Cost of Step Plan	\$1,800,000
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Grand Total	\$4,960,000
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ANTICIPATED UNFUNDED EXPENDITURES

FIRE DEPARTMENT NEEDS:

Additional Fire Staffing	\$1,700,000
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- Up to 15 for Additional Station, 3 for Station 6, Deputy Fire Marshal
- Doesn't Include Fire Station and Apparatus

Re-hire Tier 1 at same level	\$500,000
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Est Cost Similar Step Plan	\$1,700,000
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Grand Total	\$3,900,000
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USE TAX FUNDING FOR IMPROVEMENTS

- ❑ The annual use tax is estimated to generate \$3.7 million (\$170,000 in April)
- ❑ The annual amount is split between the current six sales taxes based upon the percentage of each tax

PROJECTED USE TAX BREAKDOWN	AMOUNT
1% General	\$1,184,000
1½% General for Pension	\$592,000
1½% General for Public Safety	\$592,000
¼% Parks/Stormwater	\$296,000
½% Transportation	\$592,000
3/8% Capital Improvement	\$444,000
ESTIMATED TOTAL USE TAX	\$3,700,000

SUMMARY OF RESOURCES VS. NEEDS

DESCRIPTION	AMOUNT
Estimated Available Resources	\$350,000*
*Based on Current Collections	
Estimated Combined Public Safety Needs	\$8,860,000
FUNDING GAP	(\$8,510,000)

Property Tax

- With voter approval, City can assess up to \$1.00 in real and personal property tax

PROPERTY TAX	ASSESSED VALUATION	PROPERTY TAX RATE	ESTIMATED REVENUE
Real	\$720,924,875	\$1.00	\$6,900,000
Personal	\$221,960,494	\$1.00	\$2,100,000
GRAND TOTAL			\$9,000,000

OTHER CITY PROPERTY TAX COMPARISON

PROPERTY TAX

CITY	TOTAL PROPERTY TAX RATE	CITY REAL ESTATE RATE	PERSONAL PROPERTY RATE	GENERAL PROPERTY RATE	TOTAL PROPERTY TAX BUDGET
Joplin-Jasper County	\$4.6700	\$0.1746	\$0.00	\$0.00	\$1,530,600
Joplin-Newton County	\$4.5307	\$0.1746	\$0.00	\$0.00	Same
Springfield	\$5.7109	\$0.6196	\$0.6196	\$0.6196	\$23,196,862
St Joseph	\$6.5162	\$1.2679	\$1.2679	\$0.67	\$21,941,400
Columbia	\$7.1266	\$0.4032	\$0.4032	\$0.4032	\$9,864,737
Lee's Summit	\$8.3207	\$1.4563	\$1.4563	\$0.9384	\$43,600,000
Grandview	\$8.6800	\$1.2866	\$1.2866	\$0.8095	\$4,793,000
Blue Springs	\$8.8928	\$0.6366	\$0.6366	\$0.5759	\$7,107,588