

**JOPLIN CITY COUNCIL
INFORMAL MEETING NOTES
NOVEMBER 7, 2022**

Mayor Lawson called the November 7, 2022, Joplin City Council informal meeting to order at 5:15 p.m.

In attendance were Council Members: Charles Cople, Keenan Cortez, Josh DeTar, Mark Farnham, Doug Lawson, Gary Shaw, Kate Spencer, Phil Stinnett, and Christina Williams. Also, in attendance were City Manager Nick Edwards and City Attorney Peter Edwards.

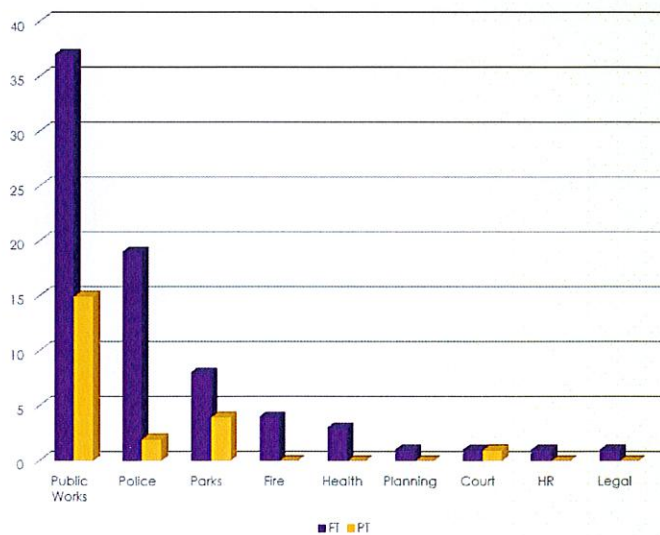
Staffing Update

Michelle Ducre, Director of Human Resources presented.

Position Status as of 10-31-22

Vacant
16%- 97 positions

Filled
84%- 481 positions



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50 positions filled within the last 90 days

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

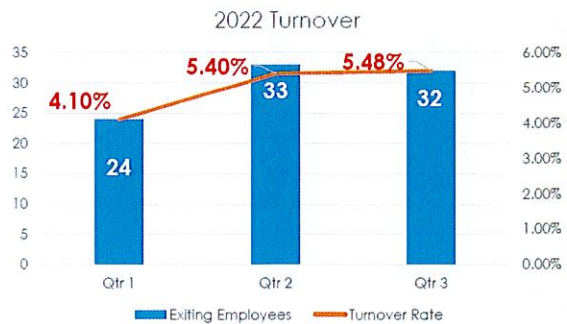
- Also did TV/Radio/Paper Ads

- 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



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Public Works Restructuring

Dan Johnson, Director of Public Works presented.

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

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

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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

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

The meeting was adjourned at 5:49 p.m.

Holly Nagy, MRCC, City Clerk