

handout 9/19/2022
O# 5666

June 13, 2022

RE: Request for Meeting with County Administrator Troy Schulte

Dear Legislators:

My name is Audrey Kelley, and I am the Chapter President for the Jackson County Deputies Association, Chapter 3, Lodge 50 Fraternal Order of Police. I am writing on behalf of my membership to request a meeting with County Administrator Troy Schulte regarding compensation and retirement benefits for deputies, detectives, and sergeants of the Jackson County Sheriff's Office. Each day we see more and more law enforcement officers leaving our profession either through retirement or resignation, all the while we also see fewer and fewer new hire applicants. Deputies and officers, regardless of tenure who wish to remain in the profession, now find themselves in the enviable position of being recruited as potential lateral transfer hires. Just a few weeks ago, the Kansas City, Missouri Board of Police Commissioners took the unprecedented action of voting to eliminate the requirement that officers live in Missouri, meaning Kansas City Police Department officers and future recruits can now live in Kansas—something that just a few years ago would have been unimaginable. This type of action is specifically designed to increase Kansas City Police Departments marketability to attract police officer applicants and lateral transfers from other agencies, especially from Kansas. Many larger departments in the Kansas City metro area currently pay significantly higher salaries than our deputies receive. In fact, the North Kansas City Police Department just recently negotiated substantial increases that place them far ahead of our deputies' starting and top-out salary and those officers will make tens of thousands of dollars more over their careers than those employed with the Jackson County Sheriff's Office. Lee's Summit Police Department is also seeing enormous pay increases in the coming year. The pay disparity unfortunately increases by the day. All these departments whether they have LAGERS Retirement or other retirement systems provided greater benefits to their employees.

In the past, departments could expect some brand loyalty—employees tended to stay where they got their starts. This is no longer the case. We are concerned that if we do not act now, the Sheriff's Office will fall further behind and that could trigger an exodus of deputies who likely would be extremely difficult to ever replace. Fewer men and women are entering the profession making recruitment of new deputies extraordinarily

competitive. If we at the Sheriff's Office cannot, or will not, offer competitive salaries, we are not going to be able to bring in new highly motivated recruits. The time to act is now.

I am attaching a PowerPoint presentation we created outlining the issues related to salary and retirement that we would like you to review and consider. We are happy to provide this information to Mr. Schulte in advance of our meetings as well. All of it clearly demonstrates how far behind we are in pay and retirement benefits and how urgent the need is to address these wide disparities.

We are very confident that these meetings will be productive and begin the process of addressing these two issues. We certainly appreciate your support, and we look forward to meeting with Mr. Schulte and other county representatives.

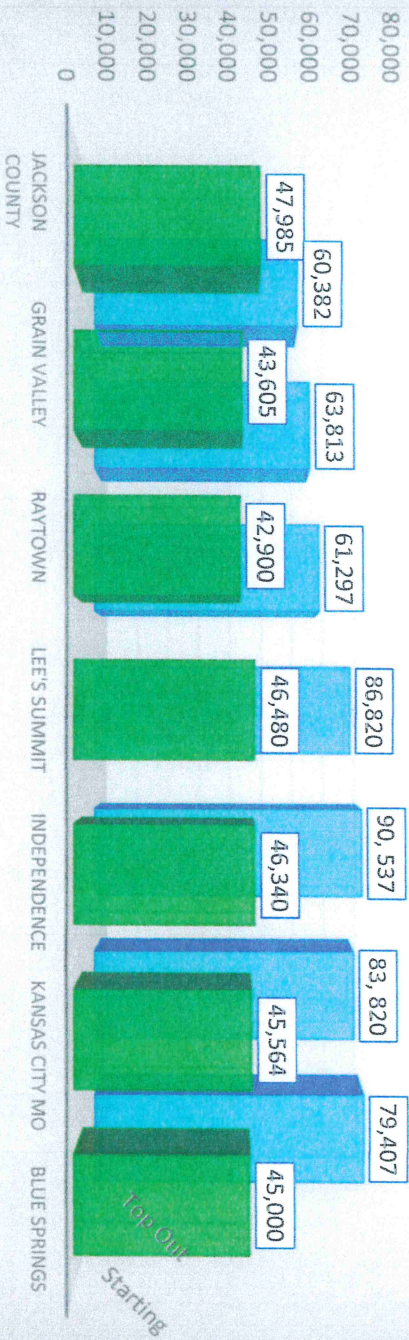
Thank you.

Sincerely,

Audrey Kelley
Barbaud40@hotmail.com

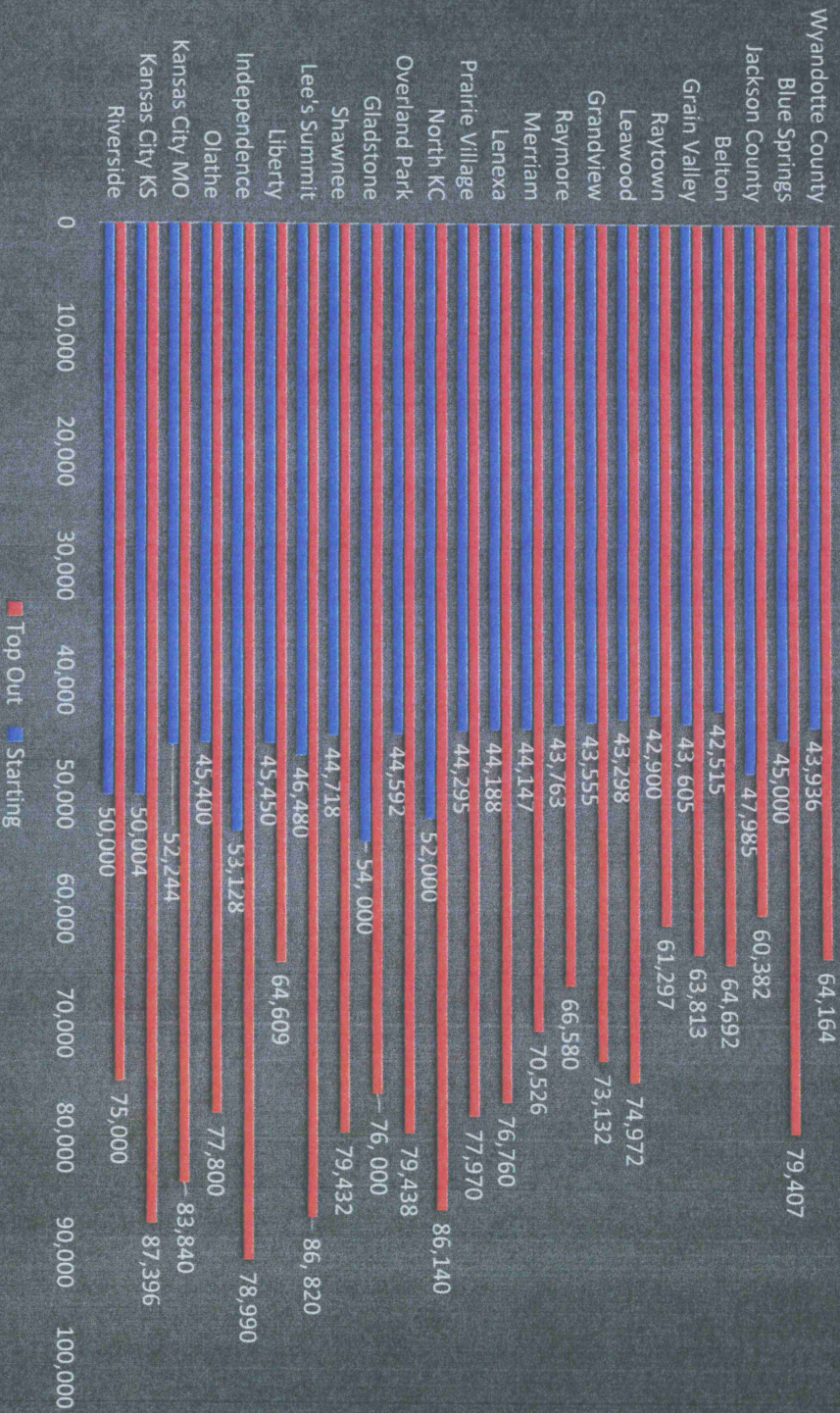
816-935-4887

Pay Ranges in Jackson County (Annual)

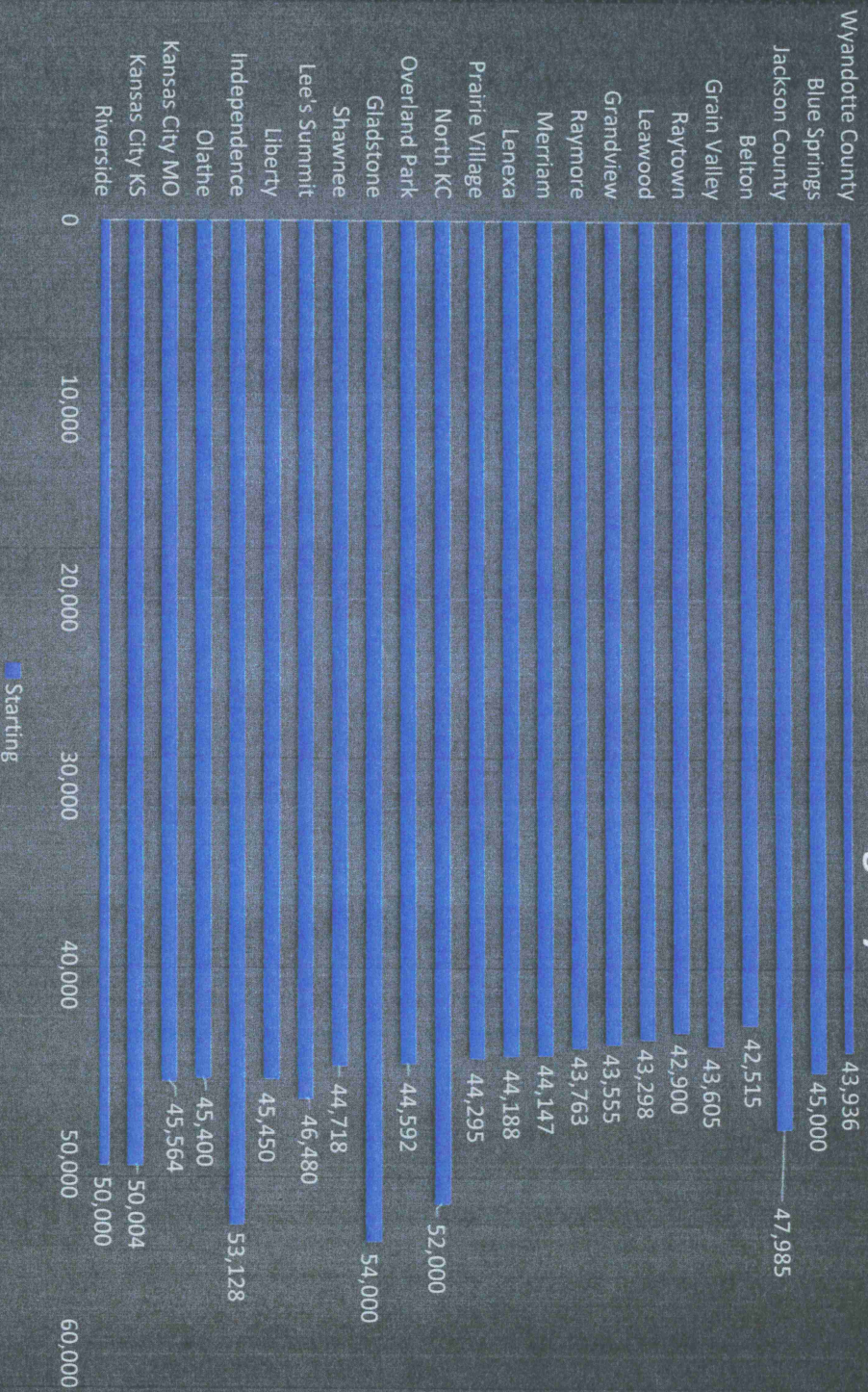


■ Starting
 ■ Top Out

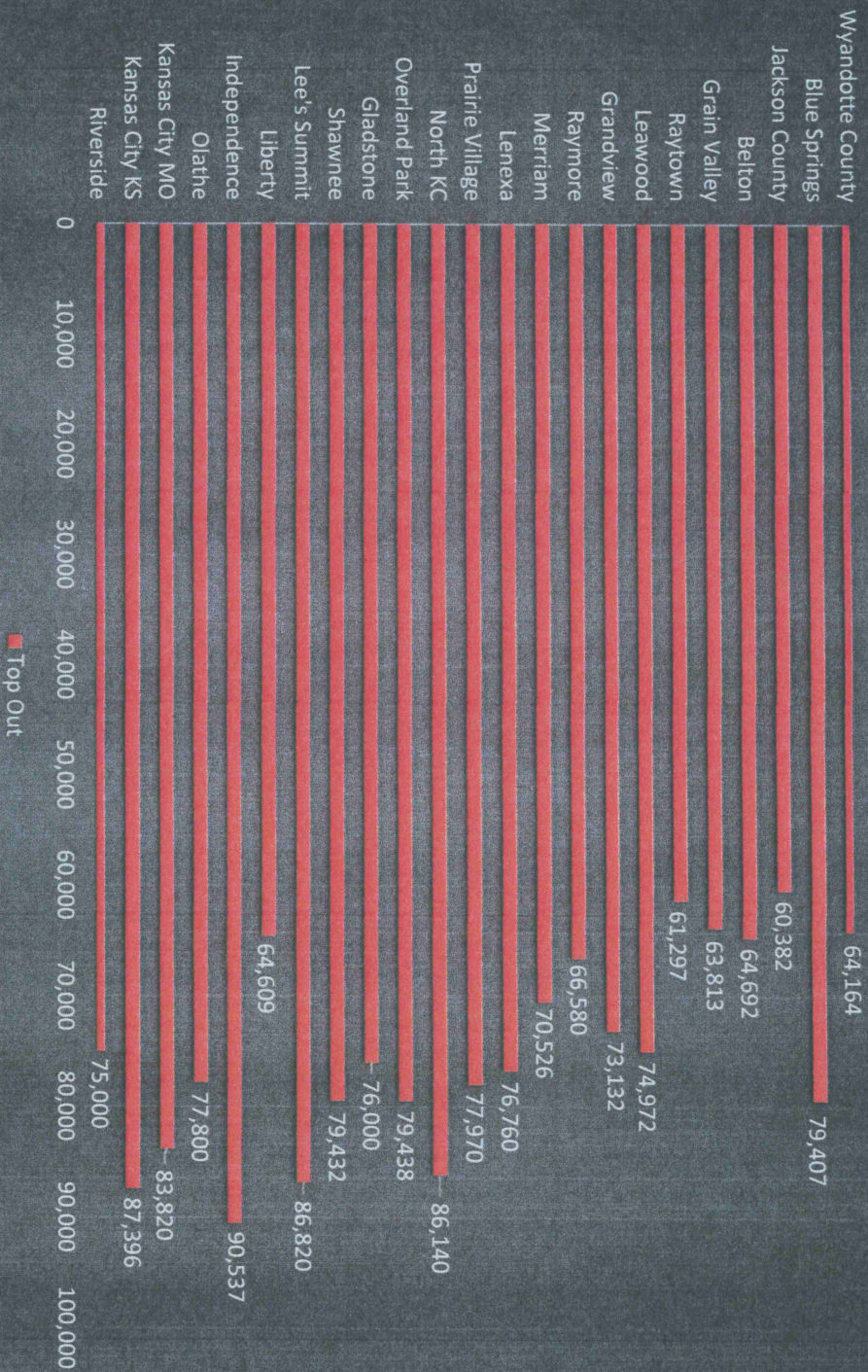
Metro Area Pay Ranges



Metro Area Starting Pay

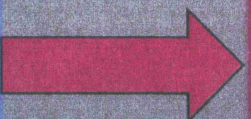


Metro Area Top Out Pay



Starting Wage Comparison (Annual)

\$54,000 +11.80%	\$53,128 +10.17%	\$52,000 +8.03%	\$50,244 +4.60%	\$50,004 +4.12%	\$50,000 +4.11%
Gladstone	Independence	North KC	Kansas City, MO	Kansas City, KS	Riverside



Higher

\$47,985
Jackson County Sheriff's Office



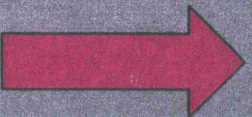
Lower

\$46,480 -3.19%	\$45,450 -5.63%	\$45,400 -5.44%	\$45,000 -6.42%	\$44,718 -7.05%	\$44,592 -7.33%
Lee's Summit	Liberty	Olathe	Blue Springs	Shawnee	Overland Park
\$44,295 -8.00%	\$44,188 -8.24%	\$44,147 -8.33%	\$43,763 -9.20%	\$43,936 -8.81%	
Prairie Village	Lenexa	Merriam	Raymore	WYCO	
\$43,605 -9.56%	\$43,555 -9.68%	\$43,298 -10.27%	\$42,900 -11.19%	\$42,515 -12.09%	
Grain Valley	Grandview	Leawood	Raytown	Belton	

Top Out Wage Comparison (Annual)

\$90,537 +39.96%	\$87,396 +36.56%	\$86,140 +35.16%	\$86,820 +35.92%	\$83,820 +32.51%	\$79,438 +27.26%	\$79,432 +27.25%
Independence	Kansas City, KS	North KC	Lee's Summit	Kansas City, MO	Overland Park	Shawnee
\$79,407 +27.22%	\$77,970 +25.43%	\$77,800 +25.21%	\$76,760 +23.88%	\$76,000 +22.90%	\$75,000 +21.60%	\$74,972 +21.56%
Blue Springs	Prairie Village	Olathe	Lenexa	Gladstone	Riverside	Leawood
\$73,132 +19.10%	\$70,526 +15.50%	\$66,580 +9.76%	\$64,692 +6.89%	\$64,609 +6.76%	\$64,164 +6.07%	\$63,813 +5.53%
Grandview	Merriam	Raymore	Belton	Liberty	WYCO	Grain Valley
						\$61,297 +1.50%
						Raytown

Higher



Lower



Jackson County Sheriff's Office

\$60,382

NONE