

LETTER OF AGREEMENT

This Letter of Agreement is entered into this 8th day of June, 2017, between Jackson County, Missouri ("County"), the Jackson County Sheriff's Office ("Sheriff"), and the Communications Workers of America, AFL-CIO, Local 6360 ("CWA").

WHEREAS, the County, the Sheriff, and the CWA entered into a Memorandum of Understanding ("MOU") dated December 22, 2015, regarding the terms and conditions of certain employees within the Jackson County Sheriff's Office in the position of dispatcher (Communications Specialist); and,

WHEREAS, the parties now desire to enter into this Letter of Agreement regarding salary increases for the calendar years 2017 and 2018; now therefore,

The parties agree as follows:

1. For the years 2017 and 2018, each member of the bargaining unit shall be placed in the appropriate job classification listed in the document attached hereto as Exhibit A, and paid the salary listed for that classification in Exhibit A for the year in question, provided that bargaining unit member meets the specified "requirements" for that classification.

2. Salary increases awarded to bargaining unit members pursuant to Exhibit A are in lieu of participation in any "merit pool" authorized by the county legislature in the county's annual budget. The only exception to this is for any bargaining unit member whose salary already exceeds that provided in Exhibit A. Any such employee shall be eligible for a merit increase out of the merit pool pursuant to the guidance provided in connection with the adoption of the annual budget. If the county legislature authorizes any salary adjustments as "across the board" cost-of-



living increases, members of the bargaining unit shall be entitled to participate in such cost-of-living increases in addition to any increases required by Exhibit A.

3. Salary increases required under this Letter of Agreement shall be implemented no later than February 28 of the year in question, retroactive to January 1 of that year.

4. Upon achieving the requirements specified for a job classification in Exhibit A, a bargaining unit member shall be advanced to that classification effective on the member's anniversary date of county employment.

5. For any advancement to a new classification that requires the obtaining of a training certification, all such training shall be at the county's expense. If a bargaining unit member fails to achieve a certification on the member's first attempt, the member shall be entitled to one additional attempt to achieve that certification at the county's expense. Any subsequent attempt's to achieve a certification shall be at the member's expense.

6. If, due to County staffing or budgetary limitations, a bargaining unit member is denied an opportunity to attend training to achieve a certification for which the member is otherwise eligible and which is required for advancement to a higher job classification, the member shall be given credit for that certification for one year, and advanced to the higher classification pursuant to this Letter of Agreement. If the member then fails to achieve the required certification within a one-year window from the member's advancement, the member shall be returned to the member's previous classification until the certification is achieved and the member is advanced pursuant to this Letter of Agreement.

7. All funds required by this Letter of Agreement for salary increases are subject to appropriation in the county's 2017 and/or 2018 annual budgets, as applicable.

AGW
6/2/17

EXHIBIT A		Res. 19337									
Communications Workers Job Progression											
Title	Current	2017	2018	2019	2020	2021	2022	Requirements			
Probationary Com. Spec.	11.96	12.67	13.43	14.24	15.10	16.00	17	Pass background, pre-employment testing, post offer drug screen			
Communications Specialist I	12.56	13.30	14.10	14.95	15.86	17.00	18.00	6 mos as Probationary Com. Spec.; receive ME or better on evaluation			
Communications Specialist II	13.19	13.97	14.81	15.70	16.65	18.00	19.00	1 year as Com. Spec. I; receive ME or better on evaluation; complete certification			
Communications Specialist III	13.85	14.67	15.55	16.48	17.48	19.00	20.00	1 year as Com. Spec. II; receive ME or better on evaluation; complete certification			
Sr. Communications Specialist	16.63	16.96	17.30	18.13	19.23	21.00	22.00	2 years as Com. Spec. III; receive ME or better on evaluation; complete certification			
Lead Communication Specialist	18.66	19.03	19.95	21.15	23.00	24.00	24.00	Minimum 4 years as a Communications Specialist; receive ME or better on evaluation; willing to take on leadership role			
Grandfather associate #7528 - \$18.70/hr											
Assoc. receives 2% increases per year until caught up with scale											
	18.70	19.07	19.45	19.84	20.24	21.00	22.00				

ADW
6/2/17

plate
letter

IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS LETTER OF AGREEMENT ON THE DATE WRITTEN BELOW.

ATTEST:

APPROVED AS TO FORM:


Mary Jo Spino
Clerk of Legislature


W. Stephen Nixon
County Counselor

Jackson County, Missouri

By: 
Frank White, Jr.
County Executive

Date: 6/8/2017

Jackson County, Missouri Sheriff's Office

By: 
Mike Sharp, Sheriff

Date: 4/17/17

Communications Workers of America, AFL-CIO District 6

By: 
Title: CWA Representative

Date: 6/2/17

REVENUE CERTIFICATE

Funds sufficient for expenditures required in 2017 were included in the annual budget.
Funds to be expended in future years are subject to annual appropriation.

June 7, 2017
Date


Chief Financial Officer
Account No. 004-4201-55010