

IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI

A RESOLUTION transferring \$195,703.00 within the 2016 Anti-Drug Sales Tax Fund and authorizing the County Executive and the Jackson County Prosecuting Attorney to execute an Amendment to the Agreement with Local Union No. 42 of the International Association of Fire Fighters regarding the terms and conditions of employment of members of its bargaining unit within the Office of the Prosecuting Attorney.

RESOLUTION NO. 19271, September 26, 2016

INTRODUCED BY Tony Miller, County Legislator

WHEREAS, by Resolution 18339, dated December 2, 2013, the Legislature did authorize an Agreement with Local Union No. 42 of the International Association of Fire Fighters regarding the terms and conditions of employment of members of its bargaining unit within the Office of the Prosecuting Attorney; and,

WHEREAS, Ordinance 4899, dated September 26, 2016, now under consideration by the Legislature will enact a new Schedule IV to Chapter 2, Jackson County Code, 1984; and,

WHEREAS, the Prosecuting Attorney recommends the execution of the attached Letter of Understanding as an amendment to the Collective Bargaining Agreement with Local 42 to establish new minimum and maximum pay ranges for all positions covered by the Collective Bargaining Agreement; and,

WHEREAS, this Amendment to the Collective Bargaining Agreement will revise the salary ranges of Assistant Prosecuting Attorney positions in an effort to reduce turnover, attract

and retain qualified applicant, and address pay revisions required by the U.S. Department of Labor; and,

WHEREAS, the approval of this Amendment to the Agreement is in the best interest of the health, welfare and safety of the citizens of Jackson County; and,

WHEREAS, a transfer is necessary to place the funds required to cover the costs of this Amendment in the proper spending accounts; and,

WHEREAS, the County Executive recommends this transfer; now therefore,

BE IT RESOLVED by the County Legislature of Jackson County, Missouri, that the following transfer within the 2016 Anti-Drug Sales Tax Fund be and hereby is made:

<u>DEPARTMENT/DIVISION</u>	<u>CHARACTER/DESCRIPTION</u>	<u>FROM</u>	<u>TO</u>
Anti-Drug Sales Tax Fund Pros Atty Criminal Prosecution 008-4152	56080 – Other Professional Svcs	\$45,000	
Anti-Drug Sales Tax Fund Prosecuting Atty Deferred Prosecution 008-4154	56790 – Other Contractual Svcs	\$43,810	
008-4154	56080 – Other Professional Svcs	\$14,648	
Anti-Drug Sales Tax Fund Pros Community Crime/Drug Prevention 008-4156	56080 – Other Professional Svcs	\$92,245	
Anti-Drug Sales Tax Fund Pros Atty Anti Violence 008-4102	55010 – Regular Salaries		\$74,519

Anti-Drug Sales Tax Fund DART 008-4108	55010 – Regular Salaries	\$ 12,002
Anti-Drug Sales Tax Fund Pros Atty Criminal Pros. 008-4152	55010 – Regular Salaries	\$ 72,765
Anti-Drug Sales Tax Fund Pros Atty Community Crime/Drug Prevention 008-4156	55010 – Regular Salaries	\$ 1,060
Anti-Drug Sales Tax Fund Pros. Atty Anti-Violence 008-4102	55040 – FICA	\$ 5,701
Anti-Drug Sales Tax Fund DART 008-4108	55040 – FICA	\$ 918
Anti-Drug Sales Tax Fund Pros. Atty Criminal Pros 008-4152	55040 – FICA	\$ 5,567
Anti-Drug Sales Tax Fund Pros Community Crime/Drug Prevention 008-4156	55040 – FICA	\$ 81
Anti-Drug Sales Tax Fund Pros. Atty Anti-Violence 008-4102	55050 - Pension	\$ 10,731
Anti-Drug Sales Tax Fund DART 008-4108	55050 - Pension	\$ 1,728
Anti-Drug Sales Tax Fund Pros. Atty Criminal Pros 008-4152	55050 - Pension	\$ 10,478
Anti-Drug Sales Tax Fund Pros Community Crime/Drug Prevention 008-4156	55050 - Pension	\$ 153

and,

BE IT FURTHER RESOLVED by the County Legislature of Jackson County, Missouri, that the attached Amendment to the Agreement is authorized to be executed by the County Executive and the Jackson County Prosecuting Attorney.

Effective Date: This Resolution shall be effective immediately upon its passage by a majority of the Legislature.

APPROVED AS TO FORM:

[Signature]
Chief Deputy County Counselor

[Signature]
County Counselor

Certificate of Passage

I hereby certify that the attached resolution, Resolution No. 19271 of September 26, 2016, was duly passed on September 26, 2016 by the Jackson County Legislature. The votes thereon were as follows:

Yeas 8

Nays 0

Abstaining 0

Absent 0

Recused 1

September 26, 2016
Date

[Signature]
Mary Jo Spino
Clerk of Legislature

Funds sufficient for this transfer are available from the sources indicated below.

ACCOUNT NUMBER: 008 4152 56080
ACCOUNT TITLE: Anti-Drug Sales Tax Fund
Pros Attorney Criminal Prosecution
Other Professional Services
NOT TO EXCEED: \$45,000.00

ACCOUNT NUMBER: 008 4154 56790
ACCOUNT TITLE: Anti-Drug Sales Tax Fund
Pros Attorney Deferred Prosecution
Other Contractual Services
NOT TO EXCEED: \$43,810.00

ACCOUNT NUMBER: 008 4154 56080
ACCOUNT TITLE: Anti-Drug Sales Tax Fund
Pros Attorney Deferred Prosecution
Other Professional Services
NOT TO EXCEED: \$14,648.00

ACCOUNT NUMBER: 008 4156 56080
ACCOUNT TITLE: Anti-Drug Sales Tax Fund
Pros Attorney Community Crime/Drug Prevention
Other Professional Services
NOT TO EXCEED: \$92,245.00

September 26, 2016
Date


Chief Financial Officer

LETTER OF UNDERSTANDING

This Letter of Understanding is entered into this __ day of September 2016 between Jackson County, Missouri (County), the Jackson County Prosecutor's Office (Prosecutor), and Local 42 of the International Association of Fire Fighters (IAFF).

WHEREAS, the County, the Prosecutor and the IAFF are parties to a Collective Bargaining Agreement (CBA) which relates to terms and conditions of employment for the years 2014-2017;

WHEREAS, the IAFF serves as the exclusive bargaining representative for all Assistant Prosecuting Attorneys (APA) as outlined in the parties CBA;

WHEREAS, the CBA encourages, to the fullest degree, friendly and cooperative relations between respective representatives of the Prosecutor and the IAFF at all levels and among all employees;

WHEREAS, pursuant to the CBA, the Prosecutor has provided notice to the IAFF of its intent to provide one time compression pay adjustments, new pay ranges for all positions covered by the CBA, and a limited modification to Article XVIII, Section 2(E).

WHEREAS, pursuant to the CBA, the Prosecutor has provided notice to the IAFF of its intent to create a new position of Assistant Prosecuting Attorney IV (APA IV), attached to this agreement and incorporated by reference as if fully set out herein, and the parties understand that the new classification of APA IV will not include Assistant Prosecutors in the Family Support Unit, which Assistant Prosecutors will continue under their current job descriptions.

WHEREAS, the parties understand that the one-time pay compression adjustments for certain employees will be effective in October 2016.

WHEREAS, the parties understand and agree that this side letter agreement does not affect the merit raise increases that may be allocated by the County for 2017.

WHEREAS, all parties mutually agree that:

1. New pay ranges for the positions of APA, APA I, APA II, APA III and Trial Team Leaders (TTL) as follows:

Job Title	Pay Range
APA	\$50,000 to \$115,000
APA I	\$50,000 to \$83,750
APA II	\$60,000 to \$95,000
APA III	\$68,000 to \$109,000
TTL	\$77,150 to \$120,000

2. The pay range for the new position of APA IV is as follows:

Job Title	Pay Range
APA IV	\$75,000 to \$115,000

3. One time compression pay adjustments will be made in October 2016 and in accordance with Appendix One, attached to this agreement and incorporated by reference as if fully set out herein.

4. Article XVIII Section 2 subsections D. and E. are replaced by the following:

D. In event the County provides a wage increase for any County department, division or employee, including wage increases for elected officials not otherwise required by law that is above that provided to members of this bargaining unit, members covered by this Agreement will receive an increase equal to that granted the other department, division, employee(s) or elected officials.

E. The parties agree and acknowledge that paragraph D does not apply to the following circumstances:

1. Employees of the Circuit Court and the Election Board are not covered by the foregoing paragraph D. If, however, the County appropriates or budgets monies specifically for wage increases for employees of the Circuit Court or Election Board, the provisions of paragraph D shall apply.

2. Employees receiving wage increase as the result of a promotion are not covered by the foregoing paragraph D and the provisions of paragraph D shall not apply.

3. Employees of the County whose pay is adjusted for purposes of retention, or to address compression issues within a particular employee group, or to address pay range adjustments per market pay conditions. Such adjustments shall be made solely at the discretion of the County and the provisions of paragraph D shall not apply. Upon request, the County will provide the Union with the names and salary adjustment amounts relating to County employees granted salary adjustments contemplated by this subsection.

4. Any pay increases mandated by law.

IT IS SO AGREED.

Approved as to Form:

Jackson County, Missouri Prosecutor's Office

By: _____
Jean Peters Baker, Prosecuting Attorney

Date: _____

Jackson County, Missouri

By: _____
Frank White, County Executive

Date: _____

W. Stephen Nixon, County Counselor (Approved as to form)

Date: _____

Attest:

Mary Jo Spino, Clerk of the County Legislature

IAFF, Local No. 42

By: William Galvin
William Galvin, President

Date: 9-26-2016

Appendix One

Employee ID	New Base Salary
20279	\$54,000.00
19954	\$50,000.00
17071	\$63,000.00
20276	\$54,000.00
19280	\$54,000.00
20637	\$50,000.00
19872	\$50,000.00
18362	\$54,000.00
20153	\$50,000.00
16488	\$65,000.00
7142	\$56,000.00
4112	\$78,917.60
14813	\$93,956.00
18435	\$62,000.00
21254	\$52,000.00
21409	\$50,000.00
21481	\$50,000.00
21255	\$50,000.00
20694	\$50,000.00
21363	\$50,000.00
20287	\$50,000.00
21646	\$50,000.00
21408	\$50,000.00
21567	\$50,000.00
20784	\$50,000.00
21411	\$57,000.00
21660	\$50,000.00
21323	\$52,000.00
	\$50,000.00
18649	\$62,000.00
19863	\$60,000.00
18956	\$62,000.00
	\$60,000.00
15182	\$65,000.00
19762	\$60,000.00
19843	\$60,000.00
21481	\$60,000.00
20198	\$64,000.00
21349	\$63,000.00
20291	\$77,150.00
11452	\$84,471.20
5926	\$80,000.00
10680	\$79,000.00
20425	\$77,150.00
19665	\$77,150.00