

IN THE COUNTY LEGISLATURE OF JACKSON, MISSOURI

AN ORDINANCE repealing section 285. and schedules I through VI to chapter 2, Jackson County Code, 1984, relating to County associates not within the merit system and enacting, in lieu thereof, one new section and one new schedule relating to the same subject.

ORDINANCE NO. 5316, February 10, 2020

INTRODUCED BY Theresa Cass Galvin and Dan Tarwater III, County Legislators

WHEREAS, by Resolution 20104, dated March 11, 2019, the Legislature did award a contract to Evergreen Solution, LLC, of Tallahassee, FL, to perform a compensation study relating to all County associates, and,

WHEREAS, Evergreen has completed the study, which makes recommendations regarding new salary ranges for all County positions and the proper placement of all County associates within those ranges; and,

WHEREAS, by Resolution 20374, dated February 10, 2020, the Legislature will consider the adoption of and implementation of Evergreen's recommendations in the study; and,

WHEREAS, Evergreen's recommendations regarding the salary ranges for County associates not within the merit system must be adopted by an ordinance revising certain provisions of chapter 2 of the County Code; and,

WHEREAS, it is in the best interests of the health, welfare, and safety of the citizens of Jackson County that the County Code be revised to allow for the adoption and implementation for Evergreen's recommendations; now therefore,

BE IT ORDAINED, by the County Legislature of Jackson County, Missouri, as follows:

Section A. Enacting Clause.

Section 285. and schedules I through VI to chapter 2, Jackson County Code, 1984, are hereby repealed and one new section and schedule enacted in lieu thereof, to be known as section 285. and schedule I, to read as follows:

285. Employees Not Within The Merit System.

The salary ranges for compensation of County employees not within the Merit System are hereby adopted as set forth in Schedule[s] I [through VI], appended to the chapter.

285.1 Authority To Set Specific Salaries Within Ranges.

The County Legislature, by majority vote of its members, the County Executive, the Prosecuting Attorney, the Sheriff, the County Counselor, and the Commission on Human Relations and Citizens Complaints shall have the authority to set salaries for employees not within the Merit System on their respective staffs within the salary ranges set out by ordinance. For the purposes of this subsection, the staff of the County Legislature shall include the Legislature's immediate staff as

well as all employees not within the Merit System in the offices of the Clerk of the County Legislature, County Auditor, Compliance Review Officer, and all other County employees not within the Merit System not expressly described herein. For the purposes of this subsection, the staff of the County Executive shall include the Executive's immediate staff, as well as staffs of the Medical Examiner and Public Administrator and all employees not within the Merit System in the Jackson County Divisions of [Financial Services, Operations, and Intergovernmental Relations and Communications] Operations and Public Safety, Internal Services and Taxation, and External Relations and Economic Development.

a. County Legislators shall determine salary ranges for their aides within each legislator's annual budget. The setting of salaries for legislative aides will be within the sole discretion of each legislator within each legislator's budgetary constraints.

b. In the event the County conducts a classification and compensation study, or any similar comparative wage analysis, and implements the study's findings, in part or in whole, the salary range for any non-merit position(s) studied shall be modified by the Director of Human Resources to reflect the findings of the study. However, in no event will a non-merit employee's compensation be reduced due to the provisions of this subsection.

Schedule 1

NON-MERIT CLASSIFICATION TITLE	GRADE	2020 MINIMUM SALARY	2020 MAXIMUM SALARY
Executive Assistant	170	36,585	56,706
Audit Assistant	180	38,414	59,541
Legislative Aide	180	38,414	59,541
Compliance Review Officer	200	42,351	65,644
Deputy County Clerk	200	42,351	65,644
Assistant Auditor	210	44,469	68,927
Director of OHRCC	210	44,469	68,927
Investigator I	220	46,692	72,373
Assistant Auditor, Senior	230	49,027	75,992
Investigator II	240	51,478	79,791
County Counselor, Assistant	250	54,052	83,781
Chief Deputy Auditor	260	56,755	87,970
Chief Deputy Public Administrator	260	56,755	87,970
County Counselor, Deputy	270	59,592	92,368
Senior Assistant County Counselor	290	65,701	101,836
Chief Investigator	290	65,701	101,836
Deputy Medical Examiner	300	68,986	106,928
Deputy Department Director	300	68,986	106,928
Forensic Fellow	310	72,435	112,274
Director (Prosecutor Attorney)	340	83,853	129,972
Senior Deputy County Counselor	340	83,853	129,972
Clerk of the County Legislature	350	88,045	136,470
COMBAT Director	350	88,045	136,470
Department Director	350	88,045	136,470
Division Chief (Prosecuting Attorney)	350	88,045	136,470
Program Administrator (Prosecuting Attorney)	350	88,045	136,470
Public Administrator	350	88,045	136,470
Correctional Center Director	350	88,045	136,470
Chief Deputy County Counselor	360	92,447	157,161
Chief (County Executive)	360	92,447	157,161
Chief of Operations (Prosecuting Attorney)	360	92,447	157,161
Director of Public Works	360	92,447	157,161
Major	360	92,447	157,161
Prosecuting Attorney, Deputy	360	92,447	157,161
Chief Administrative Officer (County Executive)	370	102,617	174,448
Chief of Staff (County Executive)	370	102,617	174,448
County Auditor	370	102,617	174,448
County Counselor	370	102,617	174,448
Chief Deputy Medical Examiner	999	175,000	300,000
County Administrator	999	175,000	300,000

NON-MERIT CLASSIFICATION TITLE	GRADE	2020 MINIMUM SALARY	2020 MAXIMUM SALARY
County Medical Examiner	999	175,000	300,000
Deputy Medical Examiner	999	175,000	300,000

Per Article IX, Section 2 of the Jackson County Charter, notwithstanding the above list, all positions that are members of the staffs of the County Legislature or County Executive shall be considered non-merit positions.