

**IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI**

**AN ORDINANCE** enacting section 287., Jackson County Code, 1984, relating to the salaries of employees not within the Merit System, and enacting in lieu thereof one new section relating to the same subject.

**ORDINANCE NO. 4599**, January 13, 2014

**INTRODUCED BY** Theresa Garza Ruiz, County Legislator

WHEREAS, sections 285. and 286. of the County Code set out the rules to be followed for awarding salary increases to County employees not within the Merit System; and

WHEREAS, these sections do not address the manner in which such employees at the maximum of their respective salary ranges may participate in a "merit pool" for performance-based salary increases, when authorized by the Legislature; and

WHEREAS, it is appropriate the Legislature make such provision at this time, as is the current practice for merit employees and the past practice for non-merit employees, so that each such non-merit employee may receive a lump sum payment representing the annualized amount of the salary increase, not to exceed the "average" amount of the merit pool, without receiving an actual increase to the employee's base annual salary; now therefore,

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

Section A. Enacting Clause. New section 287., Jackson County Code, 1984, is hereby enacted to read as follows, with existing section 287. to be renumbered accordingly:

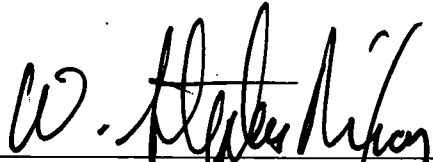
287. Merit Pool, Employees Not Within the Merit System.

Whenever the Legislature makes available a "merit pool," out of which performance-based salary increases may be awarded, all non-merit employees are eligible to participate in such merit pool, even if such participation would increase an employee's salary above the maximum authorized by the applicable salary range set out in schedules I through VII of this chapter. For any non-merit employee whose salary would increase beyond the maximum authorized by the applicable salary range, that employee shall receive a lump sum payment representing the annualized amount of the increase above the maximum of the applicable salary range, with the employee's actual base salary not increasing but remaining at the maximum of the range. No employee who receives a lump sum payment as authorized by the section shall receive a payment amount representing an annualized increase greater than the average increase within the merit pool.

Effective Date: This Ordinance shall be effective immediately upon its passage by the County Executive.

APPROVED AS TO FORM:

  
Chief Deputy County Counselor

  
County Counselor

I hereby certify that the attached Ordinance, Ordinance No. 4599 introduced on January 13, 2014, was duly passed on January 21, 2014 by the Jackson County Legislature. The votes thereon were as follows:

Yeas 7

Nays 0


Abstaining 0

Absent 0

Excused 2

This Ordinance is hereby transmitted to the County Executive for his signature.

1/21/14  
Date

  
Mary Jo Spino, Clerk of Legislature

I hereby approve the attached Ordinance No. 4599.

1/21/2014  
Date

  
Michael D. Sanders, County Executive