

LETTER OF UNDERSTANDING

This Letter of Understanding is entered into the 5th day of ^{November} ~~July~~, 2015 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;

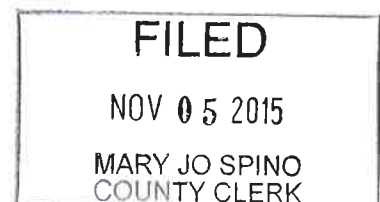
WHEREAS, the IAFF serves as the exclusive bargaining representative for all Assistant Prosecuting Attorneys as outlined in the parties (CBA);

WHEREAS, the parties wish to address issues contained in the CBA to accurately reflect the practice and position of the parties outlined during negotiations;

WHEREAS, the current CBA makes reference to a salary schedule (Appendix A) that is no longer accurate due to the Prosecutor increasing starting salaries;

NOW, THEREFORE, in consideration of the foregoing and in consideration of mutual covenants and undertakings set out below, the parties agree as follows:

1. After consultation, the parties have agreed to a revised pay scale as Appendix A, which shall replace the previous wage scale. It is attached and incorporated by reference into this agreement.
2. In addition, any employees that earned more than the newly proposed Step 1 salary prior to July 1, 2015 and currently earn below the proposed Step 2 salary shall have their salaries increased to Step 2.



3. Finally, these changes shall become effective on, or before, August 24th, 2015.

IT IS SO AGREED.

Attest:

Approved as to Form:



W. Stephen Nixon, County Counselor

ATTEST:



Clerk of the County Legislature

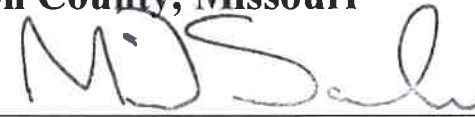
Jackson County, Missouri Prosecutor's Office

By: 

Jean Peters Baker, Prosecuting Attorney

Date: 9-18-15

Jackson County, Missouri

By: 

Mike D. Sanders, County Executive

Date: 11/5/15

IAFF, Local No. 42

By: William Galvin
William Galvin, President

Date: 9-10-2015

LETTER OF UNDERSTANDING

November This Letter of Understanding is entered into the 5th day of ~~September~~, 2015 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, after providing advance notice to the IAFF of its intent, created new positions of Assistant Prosecutors to be designated Assistant Prosecuting Attorney I (APA I), Assistant Prosecuting Attorney II (APA II), and Assistant Prosecuting Attorney III (APA III), are attached to this agreement and incorporated by reference as if fully set out herein;

WHEREAS, the parties understand that the new positions of APA I, APA II, and APA III, will not include Assistant Prosecutors in the Family Support Unit, which Assistant Prosecutors will continue under their current job descriptions.

WHEREAS, the Prosecutor, after providing advance notice to the IAFF of its intent, established pay ranges for the new positions of APA I, APA II, APA III and Trial Team Leaders as follows:

<u>Job Title</u>	<u>Pay Range</u>
APA I	\$44,000 to \$67,000
APA II	\$52,000 to \$82,000
APA III	\$57,000 to \$90,000
Trial Team Leader	\$66,559.95 to 102,519

WHEREAS, the parties understand that current APAs in the Prosecutor’s Office will remain in the current APA job classification, but no new employees will be added to this job classification after the new job title classifications (APA I, APA II and APA III) take effect.

WHEREAS, the parties understand that newly hired assistant prosecutors will be placed in positions under the new classifications (APA I, APA II and APA III) and that no new employees will be placed in the job classification “APA”;

<p>FILED</p> <p>NOV 05 2015</p> <p>MARY JO SPINO COUNTY CLERK</p>
--

WHEREAS, the parties understand that current APAs will only be affected if they voluntarily apply for and are placed in an APA I, APA II, APA III, or Trial Team Leader position after the effective date of the new positions;

WHEREAS, the parties understand that, except for three current APAs, no other APA employees will receive a pay raise upon implementation of the new job classifications, but that the new job classifications may provide potential opportunities for advancement of those currently in an APA classification;

WHEREAS, the parties desire to enter into an agreement to memorialize their understanding and agreement to the establishment of the new job classifications (APA I, APA II, APA III) and the new salary range for those positions as well as the position of Trial Team Leader;

NOW, THEREFORE, in consideration of the foregoing and in consideration of mutual covenants and undertakings set out below, the parties agree as follows:

1. That the Prosecutor has created new positions of Assistant Prosecutors to be designated APA I, APA II, and APA III, which new job descriptions are attached to this agreement and incorporated by reference as if fully set out herein.
2. That the new positions of APA I, APA II, and APA III, will not include the Family Support Unit, which Assistant Prosecutors will continue under their current job descriptions.
3. That the salary ranges for the new positions and the Trial Team Leader shall be as follows:

<u>Job Title</u>	<u>Pay Range</u>
APA I	\$44,000 to \$67,000
APA II	\$52,000 to \$82,000
APA III	\$57,000 to \$90,000
Trial Team Leader	\$66,559.95 to 102,519

4. That current APAs in the Prosecutor's Office will remain in the current APA job classification, but that no new employees will be added to this job classification after the new job title classifications (APA I, APA II and APA III) take effect.
5. That newly hired assistant prosecutors will be placed in positions under the new classifications (APA I, APA II and APA III).
6. That current APAs will only be affected if they voluntarily apply for and are placed in an APA I, APA II, APA III, or Trial Team Leader position after the effective date of the new positions;
7. The parties are aware of three current APAs who will be classified as an APA II and two Trial Team Leaders who will be receiving salary increases to comply with the new

pay range outlined above.

8. Finally, these changes shall become effective on, or before, ~~September~~ ^{November 5th}, 2015.

IT IS SO AGREED.

Approved as to Form:

Jackson County, Missouri Prosecutor's Office

By: Jean Peters Baker

Jean Peters Baker, Prosecuting Attorney

Date: 9-18-2015

Jackson County, Missouri

By: MS Sanders

Mike D. Sanders, County Executive

Date: 11/5/15

W. Stephen Nixon

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

Date: 11/5/15

ATTEST:

Mary Spino
Clerk of the County Legislature

IAFF, Local No. 43

By: William Galvin

William Galvin, President

Date: 9-18-2015