

IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI

A RESOLUTION authorizing the County Executive and the Jackson County Sheriff to execute a Letter of Agreement with the Communications Workers of America related to salary increases for certain associates within the Sheriff's Office, subject to appropriation in the 2017 and 2018 Jackson County annual budget.

RESOLUTION NO. 19337, December 5, 2016

INTRODUCED BY Alfred Jordan, County Legislator

WHEREAS, by Resolution 18987, dated November 4, 2015, the Legislature did authorize the execution of a Memorandum of Understanding (MOU) with the Communications Workers of America, AFL-CIO Local 6360 (CWA), regarding the terms and conditions of employment of certain associates within the Jackson County Sheriff's Office in the position of dispatcher (Communications Specialists); and,

WHEREAS, article 21, section 2 of the MOU requires the parties to meet and confer for the purpose of reaching agreement as to compensation upon request of either party; and,

WHEREAS, after negotiation, the parties have agreed to new job and salary classifications for 2017 and future years; and,

WHEREAS, the Sheriff concurs in this proposal and recommends the execution of a Letter of Agreement related to salary increases for members of the bargaining unit, subject appropriation in the County's 2017 and 2018 annual budgets; and,

WHEREAS, execution of the attached Letter of Agreement with CWA is in the best interest of the health, welfare, and safety of the citizens of Jackson County; now therefore,

BE IT RESOLVED by the County Legislature of Jackson County, Missouri, that the County Executive and the Jackson County Sheriff be and hereby are authorized to execute the attached Letter of Agreement with the Communications Workers of America; and,

BE IT FURTHER RESOLVED that all County officials be and hereby are authorized to execute any and all documents and take any other actions necessary to give effect to this Resolution.

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. 19337 of December 5, 2016, was duly passed on December 12, 2016 by the Jackson County Legislature. The votes thereon were as follows:

Yeas 8

Nays 0

Abstaining 0

Absent 0

Excused 1

12.12.16

Date

[Signature]
Mary Jo Spino, Clerk of Legislature

Funds sufficient to meet this obligation will be appropriated in the 2017 and 2018 Jackson County annual budget.

December 2, 2016
Date

[Signature]
Chief Financial Officer

C. Oakes
6/13/17

Res. 19337 .

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-

FILED
JUN 6 2017
MARY JO SPINO
COUNTY CLERK

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	17.00	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	18.00	6 mos as Probationary Com. Spec.; receive ME or better on evaluation 1 year as Com. Spec. I; receive ME or better on evaluation; complete ___			
Communications Specialist II	13.19	13.97	14.81	15.70	16.65	18.00	19.00	19.00	1 year as Com. Spec. II; 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	20.00	2 years as Com. Spec. III; 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	22.00	Minimum 4 years as a Communications Specialist; receive ME or better on evaluation; willing to take on leadership role			
Lead Communication Specialist	18.66	18.66	19.03	19.95	21.15	23.00	24.00	24.00				
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	22.00				

ADW
6/2/17

delete
reiter

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: 4/7/17

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