

**RETURNED UNSIGNED BY
COUNTY EXECUTIVE 09/30/2022**

IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI

AN ORDINANCE approving salary ranges for deputies and sergeants within the Sheriff's Office to be effective for the years 2022-25 and authorizing their implementation by the Sheriff and other County officials.

ORDINANCE NO. 5666, September 19, 2022

INTRODUCED BY Theresa Cass Galvin, County Legislator

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

WHEREAS, Evergreen completed the study, which made 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 accepted the final report of Evergreen and authorized the County administration and elected officials to take any actions necessary to implement the report's recommendations, which have occurred over the span of 2020-2022; and,

WHEREAS, the Legislature has determined that the salary ranges set out on the spreadsheet attached to this Ordinance as Exhibit A would, if implemented, extend the ranges recommended by Evergreen for the positions of deputy and sergeant within the Sheriff's Office in a manner consistent with those recommendations, so as to allow them to be effective for the years 2022-25; and,

WHEREAS, there are adequate funds within the Sheriff's Office's approved overall 2022 budget to provide for any prospective salary increases for covered personnel authorized by Exhibit A for the year 2022; and,

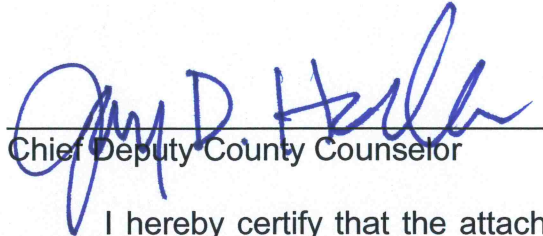
WHEREAS, the implementation of this Ordinance shall be subject to the approval of the Sheriff and of the collective bargaining representative of the Sheriff's Office's deputies and sergeants, Missouri Regional Lodge 50 of the Fraternal Order of Police; now therefore,

BE IT ORDAINED by the Legislature of Jackson County, Missouri, that the salary ranges for deputies and sergeants within the Sheriff's Office reflected in Exhibit A attached hereto be and hereby are approved; and,

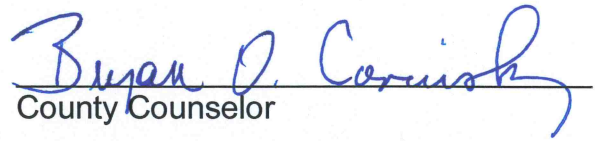
BE IT FURTHER ORDAINED that the Sheriff and other County officials be and hereby are authorized to take any and all steps necessary to implement these ranges, all subject to the final approval of the Sheriff and Missouri Regional Lodge 50 of the Fraternal Order of Police.

Effective Date: This ordinance shall be effective immediately upon its signature by the County Executive.

APPROVED AS TO FORM:



Chief Deputy County Counselor



County Counselor

I hereby certify that the attached ordinance, Ordinance No. 5666 introduced on September 19, 2022, was duly passed on September 19, 2022 by the Jackson County Legislature. The votes thereon were as follows:

Yeas 9

Nays 0

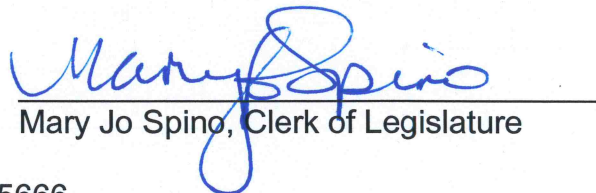
Abstaining 0

Absent 0

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

9-19-2022

Date



Mary Jo Spino, Clerk of Legislature

I hereby approve the attached Ordinance No. 5666.

RETURNED UNSIGNED BY

COUNTY EXECUTIVE - 09/30/2022 at 10:46 am.

Date

Frank White, Jr., County Executive

JACKSON COUNTY SHERIFF'S OFFICE SWORN PERSONNEL - 2022-2025 PAY SCALE PROPOSAL

TITLE	RANGE	YEARS	HOURLY RATE	MONTHLY SALARY	ANNUAL SALARY	CURRENT SALARY		QUALIFICATIONS
						EVERGREEN STUDY		
Deputy I	1-3 YEARS	2022	\$23.07	\$3,998.83	\$47,986.00			Member hired as a Deputy.
		2023	\$24.45	\$4,238.75	\$50,865.00	\$47,986		
		2024	\$25.92	\$4,493.08	\$53,917.00	\$74,388		
		2025	\$27.47	\$4,762.67	\$57,152.00			
Deputy II	4-6 YEARS	2022	\$24.08	\$4,175.58	\$50,107.00			Members shall move to Deputy II after 3 years of service as Deputy I with satisfactory performance evaluations. Four-year anniversary. Lateral Hire Guideline - At least 4 years experience as a full-time law enforcement officer with an agency having 35 or more full-time sworn law enforcement officers.
		2023	\$25.53	\$4,426.11	\$53,113.00	\$50,107		
		2024	\$27.06	\$4,691.60	\$56,299.00	\$77,661		
		2025	\$28.69	\$4,973.09	\$59,677.00			
Deputy III	6-8 YEARS	2022	\$26.15	\$4,533.70	\$54,404.00			Members shall move to Deputy III after 2 years of service as Deputy II with satisfactory performance evaluations. Six-year anniversary. Lateral Hire Guideline - At least 6 years experience as a full-time law enforcement officer with an agency having 35 or more full-time sworn law enforcement officers.
		2023	\$27.20	\$4,715.05	\$56,581.00	\$52,312		
		2024	\$28.83	\$4,997.95	\$59,976.00	\$81,079		
		2025	\$30.56	\$5,297.83	\$63,574.00			
Deputy IV	8-10 YEARS	2022	\$29.31	\$5,081.26	\$60,975.00			Members shall move to Deputy IV after 2 years of service as Deputy III with satisfactory performance evaluations. Eight-year anniversary.
		2023	\$31.07	\$5,386.14	\$64,634.00	\$55,432		
		2024	\$32.93	\$5,709.31	\$68,512.00	\$84,747		
		2025	\$34.91	\$6,051.86	\$72,622.00			
Deputy V	10+ YEARS	2022	\$31.93	\$5,535.01	\$66,420.00			Members shall move to Deputy V after 2 years of service as Deputy IV with satisfactory performance evaluations. Ten-year anniversary.
		2023	\$33.84	\$5,867.11	\$70,405.00	\$60,382		
		2024	\$37.36	\$6,219.14	\$74,630.00	\$86,372		
		2025	\$38.03	\$6,592.29	\$79,108.00			
Sergeant I	PROMOTION 1-2 YEARS	2022	\$33.25	\$5,763.81	\$69,166.00			Member successfully promoted to the rank of Sergeant.
		2023	\$35.24	\$6,109.64	\$73,316.00	\$62,878		
		2024	\$37.36	\$6,476.22	\$77,715.00	\$92,261		
		2025	\$39.60	\$6,864.79	\$82,378.00			
Sergeant II	3-5 YEARS IN GRADE	2022	\$37.19	\$6,446.45	\$77,358.00			Members shall move to Sergeant II after 3 years of service as Sergeant I with satisfactory performance evaluations. Three-year anniversary in grade.
		2023	\$39.42	\$6,833.24	\$81,999.00	\$70,325		
		2024	\$41.78	\$7,243.24	\$86,919.00	\$96,320		
		2025	\$44.29	\$7,677.83	\$92,134.00			
Sergeant III	6-9 YEARS IN GRADE	2022	\$39.83	\$6,904.05	\$82,849.00			Members shall move to Sergeant III after 3 years of service as Sergeant II with satisfactory performance evaluations. Six-year anniversary in grade.
		2023	\$42.22	\$7,318.30	\$87,820.00	\$75,317		
		2024	\$44.75	\$7,757.35	\$93,089.00	\$100,558		
		2025	\$47.43	\$8,222.84	\$98,674.00			
Sergeant IV	10+ YEARS IN GRADE	2022	\$42.44	\$7,357.80	\$88,294.00			Members shall move to Sergeant IV after 3 years of service as Sergeant III with satisfactory performance evaluations. Ten-year anniversary in grade.
		2023	\$44.99	\$7,799.27	\$93,591.00	\$80,267		
		2024	\$47.69	\$8,267.23	\$99,207.00	\$104,983		
		2025	\$50.57	\$8,763.26	\$105,159.00			

JACKSON COUNTY SHERIFF'S OFFICE SWORN PERSONNEL - 2022-2025 PAY SCALE PROPOSAL

OVERALL COST TO JACKSON COUNTY				
TITLE	2022	2023	2024	2025
Deputy I	\$0	\$37,429	\$39,675	\$42,055
Deputy II	\$0	\$39,083	\$41,039	\$43,913
Deputy III	\$31,387	\$48,964	\$50,923	\$53,998
Deputy IV	\$72,061	\$47,561	\$50,414	\$53,439
Deputy V	\$120,674	\$79,704	\$84,486	\$89,556
Sergeant I	\$25,151	\$16,600	\$17,596	\$18,652
Sergeant II	\$28,130	\$18,566	\$19,677	\$20,861
Sergeant III	\$30,127	\$19,884	\$21,077	\$22,341
Sergeant IV	\$48,160	\$31,786	\$33,696	\$35,714

TOTAL	\$355,690	\$339,577	\$358,583	\$380,529
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