

LETTER OF AGREEMENT

This Letter of Agreement is entered into this 17<sup>th</sup> day of October, 2024, 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 March 20, 2023, 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 the wages provide by the County to members of the bargaining unit; and,

WHEREAS, the parties agree as follows:

1. This agreement would be effective upon signing until June 30, 2026.
2. The CWA pay scale will be updated to reflect the 2023 and 2024 negotiated changes
3. Wages for Probationary Communications Specialists shall be updated to reflect the increases in the Memorandum of Understanding dated August 2023. Increases shall be prospective after date of signature of agreement.
4. 2024:
  - a. 7% increase to each bargaining unit member whose 2024 evaluation is "meets expectations" or better, effective as of the member's anniversary date.

FILED

OCT 11 2024

MARY JO SPINO  
COUNTY CLERK

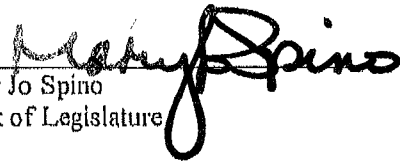
- b. The TWO associates who have already received a 4% merit increase will receive an additional 3% increase back-dated to their anniversary date
  - c. The THREE associates whose anniversaries have passed and have yet to receive any increase will receive a 7% increase backdated to their anniversary date.
  - d. All remaining associates will receive a 7% increase on the pay period following their anniversary date.
5. 2025: Subject to appropriation.\*
- a. 6% increase to each bargaining unit member whose 2025 evaluation is "meets expectations" or better, effective as of the member's anniversary date
6. 2026: Subject to appropriation.\*
- a. 5% increase to each bargaining unit member whose 2026 evaluation is "meets expectations" or better, effective as of the member's anniversary date.
7. \$1500 retention bonus for all associates employed on July 1<sup>st</sup>, 2024 who are still employed on June 30<sup>th</sup>, 2026 to be paid on the first pay period following June 30, 2026.
- a. Any associate who retires during the period of this contract will still qualify for the \$1500 bonus.
8. This provides a potential for an 18% increase across three years, plus \$1500.
9. This would be a three-year agreement and would not allow for annual wage re-openers, unless future appropriations are not approved by the Legislature.
10. This Letter of Agreement will be effective upon its execution and remain in effect, together with the MOU, as provided in Article 21 of the MOU. password

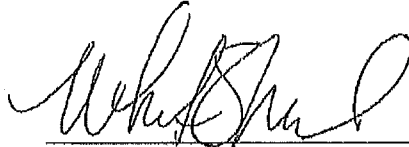
11.

IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS LETTER OF AGREEMENT ON THE DATE WRITTEN BELOW.

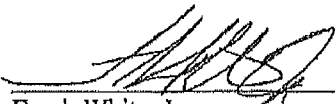
ATTEST:

APPROVED AS TO FORM:

  
Mary Jo Spino  
Clerk of Legislature

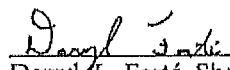
  
Bryan Covinsky  
County Counselor

Jackson County, Missouri

By:   
Frank White, Jr.  
County Executive

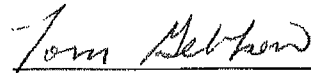
Date: 9/26/2024

Jackson County, Missouri Sheriff's Office

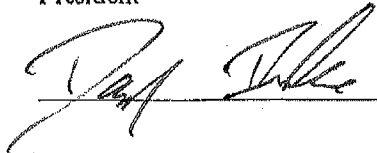
By:   
Darryl L. Forté, Sheriff

Date: 9-30-24

Communication Workers of America, AFL-CIO Local 6360

By:   
President

Date: 10-1-24

By:   
Date: 10-1-24