

IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI

AN ORDINANCE repealing Ordinance 5666, dated September 19, 2022, 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 County officials.

ORDINANCE NO. 5697, November 7, 2022

INTRODUCED BY Jalen Anderson, Crystal Williams, Tony Miller, Scott Burnett, Ronald E. Finley, Charlie Franklin, Dan Tarwater III, Jeanie Lauer, and Theresa Cass Galvin, County Legislators

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, these ranges have been approved by the collective bargaining representative for 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 all County officials be and hereby are authorized to take any and all steps necessary to implement these ranges; and,

BE IT FURTHER ORDAINED that Ordinance 5666, dated September 19, 2022, which previously dealt with the subject matter of this Ordinance in a slightly different manner, be and hereby is repealed.

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

APPROVED AS TO FORM:

Jim D. Adler
Chief Deputy County Counselor

Bryan O. Cornish
County Counselor

I hereby certify that the attached ordinance, Ordinance No. 5697 introduced on November 7, 2022, was duly passed on November 7, 2022 by the Jackson County Legislature. The votes thereon were as follows:

Yeas 8

Nays 0

Abstaining 0

Absent 1

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

11.7.2022
Date

Mary Jo Spino
Mary Jo Spino, Clerk of Legislature

I hereby approve the attached Ordinance No. 5697.

Date

APPROVED AS IF SIGNED: 11/18/2022
RETURNED UNSIGNED BY
COUNTY EXECUTIVE - 11/18/2022 at 9:00 a.m.
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		\$47,986	Member hired as a Deputy.
		2023	\$24.45	\$4,238.75	\$50,865.00		\$74,388	
		2024	\$25.92	\$4,493.08	\$53,917.00			
Deputy II	4-6 YEARS	2022	\$24.08	\$4,175.58	\$50,107.00		\$50,107	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		\$77,661	
		2024	\$27.06	\$4,691.60	\$56,299.00			
Deputy III	6-8 YEARS	2022	\$26.15	\$4,533.70	\$54,404.00		\$52,312	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		\$81,079	
		2024	\$28.83	\$4,997.95	\$59,976.00			
Deputy IV	8-10 YEARS	2022	\$29.31	\$5,081.26	\$60,975.00		\$55,432	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		\$84,747	
		2024	\$32.93	\$5,709.31	\$68,512.00			
Deputy V	10+ YEARS	2022	\$33.84	\$5,867.11	\$70,405.00		\$60,382	Members shall move to Deputy V after 2 years of service as Deputy IV with satisfactory performance evaluations. Ten-year anniversary.
		2023	\$37.36	\$6,219.14	\$74,630.00		\$88,372	
		2024	\$38.03	\$6,592.29	\$79,108.00			
Sergeant I	PROMOTION 1-2 YEARS	2022	\$39.60	\$6,864.79	\$82,378.00		\$62,878	Member successfully promoted to the rank of Sergeant.
		2023	\$41.78	\$7,243.24	\$86,919.00		\$92,261	
		2024	\$44.29	\$7,677.83	\$92,134.00			
Sergeant II	3-5 YEARS IN GRADE	2022	\$39.83	\$6,904.05	\$82,849.00		\$70,325	Members shall move to Sergeant II after 3 years of service as Sergeant I with satisfactory performance evaluations. Three-year anniversary in grade.
		2023	\$42.22	\$7,318.30	\$87,820.00		\$96,320	
		2024	\$44.75	\$7,757.35	\$93,089.00			
Sergeant III	6-9 YEARS IN GRADE	2022	\$47.43	\$8,222.84	\$98,674.00		\$75,317	Members shall move to Sergeant III after 3 years of service as Sergeant II with satisfactory performance evaluations. Six-year anniversary in grade.
		2023	\$42.44	\$7,357.80	\$88,294.00		\$100,558	
		2024	\$44.99	\$7,999.27	\$93,591.00			
Sergeant IV	10+ YEARS IN GRADE	2022	\$47.69	\$8,267.23	\$99,207.00		\$80,267	Members shall move to Sergeant IV after 3 years of service as Sergeant III with satisfactory performance evaluations. Ten-year anniversary in grade.
		2023	\$50.57	\$8,763.26	\$105,159.00		\$104,983	
		2024						

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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