

IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI

A RESOLUTION authorizing the County Executive to execute a Letter of Understanding related to the Collective Bargaining Agreement with Local Union No. 42 of the International Association of Firefighters.

RESOLUTION NO. 19086, February 22, 2016

INTRODUCED BY Alfred Jordan, County Legislator

WHEREAS, by Resolution 18339, dated December 2, 2013, the Legislature did authorize the execution of a Collective Bargaining Agreement (CBA) with Local Union No. 42 of the International Association of Firefighters, regarding the terms and conditions of employment of members of its bargaining unit within the Office of the Prosecuting Attorney; and,

WHEREAS, article XVIII, section 2B. of the CBA contains a provision that bargaining unit members may receive step increases on July 1 of each year; and,

WHEREAS, a merit pool increase was authorized as part of the 2016 budget to be implemented retroactive to January 1, 2016; and,

WHEREAS, the Prosecuting Attorney recommends the execution of the attached amendment to the CBA to change the effective date of step increases for bargaining unit members from July 1 to January 1 for the remainder of the Agreement; now therefore,

BE IT RESOLVED by the County Legislature of Jackson County, Missouri, that the County Executive be and hereby is authorized to execute the attached Letter of Understanding with Local 42 of the International Association of Firefighters; 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:



Chief Deputy County Counselor



County Counselor

Certificate of Passage

I hereby certify that the attached resolution, Resolution No. 19086 of February 22, 2016, was duly passed on February 29, 2016 by the Jackson County Legislature. The votes thereon were as follows:

Yeas 8

Nays 0

Abstaining 1

Absent 0

2-29-16
Date



Mary Jo Spino, Clerk of Legislature

Funds sufficient for these 2016 merit increase expenditures, retroactive to January 1, 2016, were appropriated by Ordinance No. 4795.

February 29, 2016
Date



Director of Finance and Purchasing

LETTER OF UNDERSTANDING

This Letter of Understanding is entered into this ___ day of January, 2016 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, the Prosecutor has provided notice to the IAFF that it intends to make merit increases for eligible bargaining unit members retroactive to January 1, 2016, instead of July 1, 2016, as outlined in the Article XVIII of the CBA.

WHEREAS, in the 2016 budget, the County has allocated a two-percent merit raise pool;

WHEREAS, all parties mutually agree that:

1. Until the expiration of the CBA, any and all references to July 1, as it relates to compensation, shall be effectively amended to read January 1; and,
 - a. For raises taking effect in 2017, Article XVIII of the CBA shall continue to govern the process, unless amended by this or a future agreement between the parties; and,
2. For raises taking effect in 2016, all employee's covered by this agreement that receive(d) an evaluation score of meets expectations or above shall receive the full 2% merit-based increase; and,
3. For raises taking effect in 2016, the employee's existing evaluation which was completed in 2015 shall be used to determine their eligibility for a merit-based increase; unless
 - a. The employee's evaluation score failed to meet expectations, in which case the employee will be re-evaluated and the new score shall be used; or
 - b. The employee has been employed 6 months as of January 1, 2016, and has not received an evaluation in 2015, the employee will be evaluated and the score shall be used.

4. For raises taking effect in 2016, and/or raises based upon the employee's work performance in 2015, the County and Prosecutor, upon completion of the terms of this agreement, shall be deemed to have fulfilled their obligations relating to salary and/or wage increases as covered by Article XVII of the CBA.

IT IS SO AGREED.

Approved as to Form:

Jackson County, Missouri Prosecutor's Office

By: _____
Jean Peters Baker, Prosecuting Attorney

Date: _____

Jackson County, Missouri

By: _____
Frank White, County Executive

Date: _____

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

Date: _____

IAFF, Local No. 42

By: _____
William Galvin, President

Date: _____