

IN THE COUNTY LEGISLATURE OF JACKSON, MISSOURI

AN ORDINANCE repealing section 285. and schedules I through VI to chapter 2, Jackson County Code, 1984, relating to County associates not within the merit system and enacting, in lieu thereof, one new section and one new schedule relating to the same subject.

ORDINANCE NO. 5373, June 29, 2020

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, of Tallahassee, FL, to perform a compensation study relating to all County associates, and,

WHEREAS, Evergreen has completed the study, which makes 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 adopted Evergreen's recommendations in the study; and,

WHEREAS, Evergreen's recommendations regarding the salary ranges for County associates not within the merit system must be implemented by an ordinance revising certain provisions of chapter 2 of the County Code; and,

WHEREAS, it is in the best interests of the health, welfare, and safety of the citizens of Jackson County that the County Code be revised to allow for the full implementation for Evergreen's recommendations; now therefore,

BE IT ORDAINED, by the County Legislature of Jackson County, Missouri, as follows:

Section A. Enacting Clause.

Section 285. and schedules I through VI to chapter 2, Jackson County Code, 1984, are hereby repealed and one new section and schedule enacted in lieu thereof, to be known as section 285. and schedule I, to read as follows:

285. Employees Not Within The Merit System.

The salary ranges for compensation of County employees not within the Merit System are hereby adopted as set forth in Schedule[s] I [through VI], appended to the chapter.

285.1 Authority To Set Specific Salaries Within Ranges.

The County Legislature, by majority vote of its members, the County Executive, the Prosecuting Attorney, the Sheriff, the County Counselor, and the Commission on Human Relations and Citizens Complaints shall have the authority to set salaries for employees not within the Merit System on their respective staffs within the salary ranges set out by ordinance. For the purposes of this subsection, the staff of the County Legislature shall include the Legislature's immediate staff as

well as all employees not within the Merit System in the offices of the Clerk of the County Legislature, County Auditor, Compliance Review Officer, and all other County employees not within the Merit System not expressly described herein. For the purposes of this subsection, the staff of the County Executive shall include the Executive's immediate staff, as well as staffs of the Medical Examiner and Public Administrator and all employees not within the Merit System in the Jackson County Divisions of [Financial Services, Operations, and Intergovernmental Relations and Communications] Operations and Public Safety, Internal Services and Taxation, and External Relations and Economic Development.

a. County Legislators shall determine salary ranges for their aides within each legislator's annual budget. The setting of salaries for legislative aides will be within the sole discretion of each legislator within each legislator's budgetary constraints.

b. In the event the County conducts a classification and compensation study, or any similar comparative wage analysis, and implements the study's findings, in part or in whole, the salary range for any non-merit position(s) studied shall be modified by the Director of Human Resources to reflect the findings of the study. However, in no event will a non-merit employee's compensation be reduced due to the provisions of this subsection. Additionally, during a calendar year, a non-merit employee shall not have a salary increase greater than 10% of their current salary, except

with the approval by a majority vote of the members of the County
Legislature.

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

APPROVED AS TO FORM:

Jim D. Adkins
Chief Deputy County Counselor

Bryan O. Conroy
County Counselor

I hereby certify that the attached ordinance, Ordinance No. 5373 introduced on June 29, 2020, was duly passed on July 13, 2020 by the Jackson County Legislature. The votes thereon were as follows:

Yeas 8

Nays 0

Abstaining 1

Absents 0

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

7.13.2020
Date

Mary Jo Spino
Mary Jo Spino, Clerk of Legislature

I hereby approve the attached Ordinance No. 5373.

Date

Frank White, Jr., County Executive

**NOT SIGNED BY COUNTY EXECUTIVE
RETURNED JULY 24, 2020**

SCHEDULE I

NON-MERIT CLASSIFICATION TITLE	GRADE	2020 MINIMUM SALARY	2020 MAXIMUM SALARY
COUNTY LEGISLATURE			
Legislature as a Whole			
Legislative Aide	N/A	Open	Open
County Auditor			
Secretary to Auditor	160	34,842	54,005
Compliance Review Officer	200	42,351	65,644
Chief Deputy Auditor	260	56,755	87,970
County Auditor	370	102,617	174,448
County Clerk			
Administrative Assistant II	140	31,603	48,985
Legislative Secretary	150	33,183	51,434
Deputy Clerk of the Legislature	300	69,986	106,928
Clerk of the County Legislature	350	88,045	136,470
COUNTY EXECUTIVE			
Executive Assistant	170	36,585	56,706
Asst. to County Executive/Office Administrator	210	44,469	68,927
Public Information Officer	250	54,052	83,781
Chief (County Executive)	370	102,617	174,448
County Administrator	999	175,000	350,000
All County Departments			
Executive Assistant	170	36,585	56,706
Deputy Department Director	300	68,986	106,928
Department Director	350	88,045	136,470
Director of Public Works	360	92,447	157,161
OHRCC			
Administrative Assistant II	140	31,603	48,985
Director of OHRCC	210	44,469	68,927
County Counselor			
Secretary to County Counselor	160	34,842	54,005
County Counselor, Assistant	250	54,052	83,781
County Counselor, Deputy	270	59,593	92,369
Chief Deputy County Counselor	360	92,447	157,161
County Counselor	370	102,617	174,448
Municipal Court			
Municipal Court Administrator	220	46,692	72,373

NON-MERIT CLASSIFICATION TITLE	GRADE	2020 MINIMUM SALARY	2020 MAXIMUM SALARY
Public Administrator			
Secretary to Public Administrator	160	34,842	54,005
Chief Deputy Public Administrator	260	56,755	87,970
Public Administrator	350	88,045	136,470
Medical Examiner			
Secretary to Medical Examiner	160	34,842	54,005
Investigator I	220	46,692	72,373
Investigator II	240	51,478	79,791
Chief Investigator	290	65,701	101,836
Forensic Fellow	310	72,435	112,274
Deputy Medical Examiner	999	175,000	350,000
Chief Deputy Medical Examiner	999	175,000	350,000
Chief Medical Examiner	999	175,000	350,000
PROSECUTING ATTORNEY			
Executive Assistant	170	36,585	56,706
Director (Prosecutor Attorney)	340	83,853	129,972
COMBAT Director	350	88,045	136,470
Deputy Director COMBAT	300	68,986	106,928
Division Chief (Prosecuting Attorney)	350	88,045	136,470
Program Administrator (Prosecuting Attorney)	350	88,045	136,470
Chief of Operations (Prosecuting Attorney)	360	92,447	157,161
Prosecuting Attorney, Deputy	360	92,447	157,161
Drug Task Force			
Narcotics Investigative Specialist	180	38,414	59,541
Office Administrator	210	44,469	68,927
Officer in Charge	270	59,593	92,369
SHERIFF			
Executive Assistant	170	36,585	56,706
Deputy Director of Administration (Corrections)	300	68,986	106,928
Deputy Corrections Center Director	300	68,986	106,928
Correctional Center Director	350	88,045	136,470
Major	360	92,447	157,161