



Jackson County Missouri

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Legislation Details (With Text)

File #: 17626 **Version:** 0 **Name:** new pay structure for sworn personnel of Sheriff's Office
Type: Resolution **Status:** Passed
File created: 7/11/2011 **In control:** County Legislature
On agenda: 7/11/2011 **Final action:** 7/11/2011
Title: A RESOLUTION expressing the support of the Legislature for the creation of a new pay structure for the sworn personnel of the Sheriff's Office.
Sponsors: Dennis Waits, Theresa Garza Ruiz, Crystal Williams, Fred Arbanas, Scott Burnett, James D. Tindall, Dan Tarwater III, Greg Grounds, Bob Spence
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Date	Ver.	Action By	Action	Result
7/11/2011	0	County Legislature	adopt	Pass

IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI

A RESOLUTION expressing the support of the Legislature for the creation of a new pay structure for the sworn personnel of the Sheriff's Office.

RESOLUTION #17626, July 11, 2011

INTRODUCED BY Dennis Waits, Theresa Garza Ruiz, Crystal Williams, Fred Arbanas, Scott Burnett, James D. Tindall, Dan Tarwater, Greg Grounds, and Bob Spence, County Legislators

WHEREAS, by Resolution 17404, dated October 25, 2010, the Legislature did authorize the execution of a Memorandum of Understanding (MOU) with the West Central Missouri Regional Lodge 50 of the Fraternal Order of Police (FOP) as the bargaining representative for certain employees within the Sheriff's Office, and the Lodge's bargaining unit later ratified the MOU; and,

WHEREAS, pursuant to article 18, section 3 of the MOU, a committee was established to undertake an independent compensation study of the wage and benefits of bargaining unit members, focused

on the sworn personnel; and,

WHEREAS, the committee studied a variety of options and comparisons with other law enforcement agencies and has recommended a new pay structure and updated job descriptions; and,

WHEREAS, the committee recommends implementation of the compensation study in lieu of merit increases for bargaining unit employees, authorized in the County's 2011 annual budget, and the FOP supports this recommendation; and,

WHEREAS, under the plan, employees will be moved to the minimum of the new pay grade depending on their qualifications and, if an employee already falls within the new pay grade, the employee will be afforded a merit increase based on his or her performance evaluation; and,

WHEREAS, employees not covered by the pay structure will be eligible for a performance-based merit increase; and,

WHEREAS, the wage increases will be effective retroactive to July 1, 2011, and are in the best interest of the health, safety, and welfare of the citizens of Jackson County, now therefore,

BE IT RESOLVED by the County Legislature of Jackson County, Missouri, that the County hereby expresses its support for the implementation of the wage and benefit compensation study plan for employees of the Jackson County Sheriff's Office.

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 #17626 of July 11, 2011, was duly passed on July 11, 2011 by the Jackson County Legislature. The votes thereon were as follows:

Yeas 8

Nays 0

Abstaining 0

Absent 1

Date

Mary Jo Spino, Clerk of Legislature