



# Jackson County Missouri

Jackson County Courthouse  
415 E. 12th Street, 2nd floor  
Kansas City, Missouri  
64106  
(816)881-3242

## Legislation Text

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File #: 5404, Version: 0

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### IN THE COUNTY LEGISLATURE OF JACKSON, MISSOURI

**AN ORDINANCE** repealing sections 286. and 287., Jackson County Code, 1984, relating to County associates not within the merit system and enacting, in lieu thereof, two new sections relating to the same subject.

**ORDINANCE NO. 5404**, September 14, 2020

**INTRODUCED BY** Theresa Cass Galvin, County Legislator

WHEREAS, with the adoption of Ordinance 5373, dated June 29, 2020, the number of schedules to chapter 2 of the Jackson County Code relating to the salaries of County associates has been reduced from six to one; and,

WHEREAS, in view of this reduction, sections 286. and 287. of the code should be amended to reflect the current number of schedules; 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 amended to provide for this correction; now therefore,

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

Section A. Enacting Clause.

Sections 286. and 287., Jackson County Code, 1984, are hereby repealed and two new sections enacted in lieu thereof, to be known as sections 286. and 287., to read as follows:

286. Cost of living increases for employees not within the merit system.

Cost of living increases when approved by the Legislature, shall be given to all non merit employees even if said employees would be prohibited from receiving the increase because the employee is currently at the maximum amount authorized by their respective salary ranges as set out in the salary schedule[s] I [through VI] of this chapter. Any change to the salary ranges of schedule[s] I [through VI] necessitated by the adoption of a cost of living increase will be done administratively and will not require specific legislative approval.

287. Merit Pool, Employees Not Within the Merit System.

Whenever the Legislature makes available a “merit pool,” out of which performance-based salary increases may be awarded, all non-merit employees are eligible to participate in such merit pool, even if such participation would increase an employee’s salary above the maximum authorized by the applicable salary range set out in schedule[s] I [through VI] of this chapter. For any non-merit employee whose salary would increase beyond the maximum authorized by the applicable salary

range, that employee shall receive a lump sum payment representing the annualized amount of the increase above the maximum of the applicable salary range, with the employee's actual base salary not increasing but remaining at the maximum of the range. No employee who receives a lump sum payment as authorized by the section shall receive a payment amount representing an annualized increase greater than the average increase within the merit pool.

..Enacted and Approved

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

APPROVED AS TO FORM:

\_\_\_\_\_  
Chief Deputy County Counselor

\_\_\_\_\_  
County Counselor

I hereby certify that the attached ordinance, Ordinance No. 5404 introduced on September 14, 2020, was duly passed on September 28, 2020 by the Jackson County Legislature. The votes thereon were as follows:

Yeas     9    

Nays     0    

Abstaining     0    

Absents     0    

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Mary Jo Spino, Clerk of Legislature

I hereby approve the attached Ordinance No. 5404.

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Date

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Jr., County Executive

Frank

White,