



# 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 #: 5316, Version: 0

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### 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. 5316**, February 10, 2020

**INTRODUCED BY** Theresa Cass Galvin and Dan Tarwater III, County Legislators

WHEREAS, by Resolution 20104, dated March 11, 2019, the Legislature did award a contract to Evergreen Solution, 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 will consider the adoption of and implementation of 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 adopted 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 adoption and 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 and schedules I through VI to chapter 2, Jackson County Code, 1984, are hereby repealed and one new section and schedule enacted in lieu thereof, to be known as section 285.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.

..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. 5316 introduced on February 10, 2020, was duly passed on \_\_\_\_\_, 2020 by the Jackson County Legislature. The votes thereon were as follows:

Yeas \_\_\_\_\_

Nays \_\_\_\_\_

Abstaining \_\_\_\_\_

Absents \_\_\_\_\_

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Spino, Clerk of Legislature

Mary

Jo

I hereby approve the attached Ordinance No. 5316.

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Date

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Jr., County Executive

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Frank

White,