

City of Kansas City, Missouri



Docket Memo

Ordinance/Resolution #

Submitted Department/Preparer: Mayor/Council's Office

Docket memos are required on all ordinances initiated by a Department Director. More information can be found in [Administrative Regulation \(AR\) 4-1](#).

Executive Summary

Directing the City Manager to develop a Supported Employment Hiring Initiative for the purposes of employing individuals with intellectual and developmental disabilities and to report back to Council within 60 days, and to fully develop the Hiring Initiative and advertise open positions created by the Hiring Initiative by August 1, 2023.

Discussion

The fiscal impact of this legislation is indeterminable at this time, pending the results of the Supported Employment Hiring Initiative.

Fiscal Impact

1. Is this legislation included in the adopted budget? Yes No
2. What is the funding source?
N/A
3. How does the legislation affect the current fiscal year?
N/A
4. Does the legislation have fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.
N/A
5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?
N/A

Office of Management and Budget Review

(OMB Staff will complete this section.)

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1. This legislation is supported by the general fund. Yes No
2. This fund has a structural imbalance. Yes No

Additional Discussion (if needed)

Click or tap here to enter text.

Citywide Business Plan (CWBP) Impact

View the [FY23 Citywide Business Plan](#)

Which CWBP goal is most impacted by this legislation?

Finance and Governance (Press tab after selecting.)

Which objectives are impacted by this legislation (select all that apply):

- Reform the City's economic incentives to meet the policy objectives of the City Council
- Ensure the resiliency of City government
- Engage in workforce planning including employee recruitment, development, retention, and engagement
- Ensure a responsive, representative, engaged, and transparent City government
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Prior Legislation

Click or tap here to list prior related ordinances/resolutions.

Service Level Impacts

Click or tap here to provide a description of how this ordinance will impact service levels. List any related key performance indicators and impact.

Other Impacts

1. What will be the potential health impacts to any affected groups?

Community integrated employment services and supports are the first service option and primary outcome for people with disabilities. This program will positively impact those with

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intellectual and developmental disabilities to be better able to fully participate in the community, which impacts their overall wellbeing.

2. How have those groups been engaged and involved in the development of this ordinance?

Representatives from the Human Resources and CREO departments have worked with Summit Future Foundation, a Kansas City based nonprofit organization who is dedicated to building a more inclusive community for teens and adults who have developmental disabilities, and the Missouri Division of Developmental Disabilities' Employment First Program.

3. How does this legislation contribute to a sustainable Kansas City?

It supports inclusion and diversity in the workforce and in the community.

4. Does the ordinance/resolution include Civil Rights antidiscrimination requirements in compliance with the Code of Ordinances (Chapter 38, titled "Civil Rights")?

N/A

5. Has the ordinance/resolution been submitted for review of economic equity & inclusion requirements in compliance with the Code of Ordinances (Chapter 3, titled "Contracts and Leases")?

N/A