

ORDINANCE NO.

Directing the City Manager to remit payment to certain City employees that did not receive back pay under the current Collective Bargaining Agreement with Local 500 of the American Federation of State, County and Municipal Employees, AFL- CIO, in the amount of backpay each of those employees would have received but for their promotion or other pay increase.

WHEREAS, on April 28, 2022 by Ordinance No. 220382, the Council adopted the Collective Bargaining Agreement (CBA) with Local 500 of the American Federation of State, County and Municipal Employees, AFL- CIO (Local 500) and authorized execution of the same; and

WHEREAS, the CBA provides covered employees merit pay increases, which are to be received on their anniversary date and awarded retroactively for pay anniversary dates that occurred in Fiscal Year 2021-22; and

WHEREAS, employees who were promoted or otherwise received a pay increase during Fiscal Year 2021-22 did not have a pay anniversary date in Fiscal Year 2021-22; and

WHEREAS, on July 14, 2022, the Council passed Resolution No. 220617 directing the City Manager to identify Local 500 employees who did not have an anniversary date due to a promotion or other pay increase, identify the amount of backpay those employees would have received if they had an anniversary date, and identify a source of funds to make payment to those employees; and;

WHEREAS, the City Manager has identified the employees and determined that the total amount of back pay they would have received is \$31,000; NOW, THEREFORE,

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the City Manager is directed to remit payment to the City employees currently represented by Local 500 at the time of the CBA ratification who were promoted or otherwise received an increase in their pay and, as a result, did not receive back pay under the current collective bargaining agreement in the amount of backpay they would have received but for their promotion or other pay increase.

Section 2. That such payment shall be made on or about the later of 1) at or near the time the City employees represented by Local 500 are provided their retractive pay increase provided for in the current collective bargaining agreement or 2) the effective date of this ordinance.