

# City of Kansas City, Missouri



## Docket Memo

Ordinance/Resolution #

Submitted Department/Preparer: Human Resources

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

Amending Chapter 2, Code of Ordinances, Section 2-1104 to provide for paid leave for dependent care and establishing an effective date.

### Discussion

To establish dependent care paid leave for regular and appointed employees not to exceed two (2) weeks for employees approved for continuous leave under the City's family and medical leave policy. The two weeks of paid leave at 100 percent of the employee's base pay may be used one time during the course of employment with the City to care for an immediate family member with a serious health condition.

### Fiscal Impact

1. Is this legislation included in the adopted budget?  Yes  No
2. What is the funding source?

Various sources – dependent on the employee's department.

3. How does the legislation affect the current fiscal year?

No, this ordinance has an effective date of January 1, 2024.

4. Does the legislation have fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.

Yes, this will go into effect on January 1, 2024 and will be a recurring cost.

The estimated cost of overtime to cover additional usage of this benefit will range from approximately \$9,500 to \$14,000 annually.



# City of Kansas City, Missouri

## Docket Memo

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.)

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

### Additional Discussion (if needed)

This legislation will have a citywide impact, various sources dependent upon the employee's department.

### 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

N/A

### Service Level Impacts

# City of Kansas City, Missouri

## Docket Memo



N/A

### Other Impacts

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

Employees may enjoy better work-life balance and improved health as a result of being able to take leave with pay.

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

N/A

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

N/A

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