

GENERAL

Ordinance Fact Sheet

220569

Ordinance Number

Brief Title

Administrative Code Changes

Approval Deadline

Reason

Details

Following passage of the new pay structure to be effective August 1, additional changes were made to the current pay ordinances in accordance with the CBAs with IAFF Locals 42 and 3808 which were effective May 1 and thus could not include the changes effective August 1. This ordinance incorporates all the changes in the various ordinances, and makes additional changes noted below.

This ordinance provides for authorization of AFSCME Local 500 pay scales, to remove job classifications, and to create job classifications in accordance with their Collective Bargaining Agreement. It also provides some adjustments to job classifications and pay grades for those not covered under a collective bargaining agreement and allows for a one time cash payment for those employees that are at or near the maximum of their paygrade for their years of service increase.

Details:

Effective August 1, 2022

Establishes, removes and retitles some job classifications and implements new pay grades for positons covered by AFSCME Local 500 bargaining unit.

Establishes the following job classification:

Job Code	Title	Pay Grade
5727	Senior Forestry Technician	L-6

Removes the following job classifications as either requested by the Department or union:

Job Code	Title
1132	Municipal Revenue Agent
2004	Relocation Specialist
1528	Computer Operator
3502	Tow Truck Operator
5739	Florist
5609	Institutional Cook

Retitles the following job classification:

Job Code	Title
5724	Tree Trimmer to Forestry Technician

Implements new pay grades for positons not covered under a collective bargaining agreement:

Job Code	Title	Pay Grade
1316	Senior Acquisition Specialist	NE-6 to NE-7
4015	Manager of Lab Services	EX-4 to EX-5
4004	Assistant Lab Manager	EX-3 to EX-4
4034	Senior Chemist	EX-2 to EX-3
4009	Chemist	NE-6 to NE-7
4016	Senior Environmental Inspector	NE-3 to NE-4
2119	Development Specialist II	EX-2 to EX-3

Positions/Recommendations

Sponsor	Human Resources
Programs, Departments, or Groups Affected	All
Applicants / Proponents	Applicant Human Resources City Department All Other
Opponents	Groups or Individuals None Known Basis of opposition
Staff Recommendation	<input checked="" type="checkbox"/> For <input type="checkbox"/> Against Reason Against
Board or Commission Recommendation	By <input type="checkbox"/> For <input type="checkbox"/> Against <input type="checkbox"/> No action taken <input type="checkbox"/> For, with revisions or conditions (see details column for conditions)
Council Committee Actions	<input type="checkbox"/> Do pass <input type="checkbox"/> Do pass (as amended) <input type="checkbox"/> Committee Sub. <input type="checkbox"/> Without Recommendation <input type="checkbox"/> Hold <input type="checkbox"/> Do not pass

(Continued on reverse side)

Details

Removes the following job classification:

Job Code	Title
5508	Senior Security Officer
2123	Senior Planner

Provides a salary increase based on the following years of City service:

- a) one percent for any employee who has three or fewer years of service since their most recent hire date;
- b) two percent for any employee who has more than three years up to four years of service since their most recent hire date;
- c) three percent for any employee who has more than four years up to five years of service since their most recent hire date;
- d) four percent for any employee who has more than five years up to six years of service since their most recent hire date;
- e) five percent for any employee who has more than six years of service up to eight years of service since their most recent hire date;
- f) seven percent for any employee who has more than eight years up to ten years of service since their most recent hire date; and
- g) eight percent for any employee who has more than ten years of service since their most recent hire date.
- h) employees who are near or at the maximum of their salary shall be eligible for a one- time cash payment commensurate to the percent of the base pay increase that they would have been eligible for had they not been at the maximum of the pay grade. This excludes employees covered under Section 2-1117 (2) whose salary has been previously stabilized outside of the established pay range.

Is it good for the children? Yes

How will this contribute to a sustainable Kansas City?

Allows us to move forward with the goals and objectives of the entire City.

Applicable Dates:

Fact Sheet Prepared by:

Christa Tyler
Human Resources Manager

Date 06/27/2022

Reviewed by:

Teri Casey
Director of Human Resources

Date 06/27/2022

Reference Numbers

Policy/Program Impact

Policy or Program Change	<input type="checkbox"/> No <input type="checkbox"/> Yes
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Finances

Cost & Revenue Projections -- Including Indirect Costs	
Financial Impact	
Fund Source (s) and Appropriation Account Codes	___ Budget, Page ___ Unbudgeted, Appropriation _____ Fund 00-000-00-0000-A0000

(Use this space for further discussion, if necessary)