



# City of Kansas City, Missouri

## Docket Memo

Ordinance/Resolution #: 250210

Submitted Department/Preparer: City Manager's Office

Revised 6/10/24

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 expedite the hiring process for qualified federal employees applying for vacant City positions and to implement certain streamlining procedures

### Discussion

The City of Kansas City, Missouri is committed to providing high quality services to its residents, businesses, and visitors.

The City is currently experiencing a significant number of unfilled positions across multiple departments, which has created operational challenges and delays in services delivery. Prolonged vacancies in critical roles, including public safety, public works, health services, and administrative functions, have placed additional burdens on existing staff and reduced the City's ability to effectively meet community need.

Federal employees possess a wealth of experience, specialized knowledge, and professional skills that align with the needs of municipal government, making them strong candidates for vacant City positions. Recent workforce reductions, agency closures, or restructuring at the federal level may result in an increased number of experienced federal employees seeking local government employee opportunities. Expediting the hiring process for qualified federal employees will allow the City to fill vacancies more quickly, improve operational efficiency, and enhance service delivery for the residents of Kansas City.

It is in the best interest of the City to remove unnecessary delays and streamline the hiring process for qualified candidates while ensuring transparency, fairness, and compliance with applicable employment laws;

### Fiscal Impact

1. Is this legislation included in the adopted budget?  Yes  No
  
2. What is the funding source?  
There is no direct fiscal impact as a result of this resolution. Vacancies exist across all City Funds and fiscal impact would be contingent on the position(s) filled as a result of expedited hiring of qualified former federal employees.
  
3. How does the legislation affect the current fiscal year?  
There is no direct fiscal impact as a result of this resolution. Vacancies exist across all City Funds and fiscal impact would be contingent on the position(s) filled as a result of expedited hiring of qualified former federal employees.
  
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.  
There is no direct fiscal impact as a result of this resolution. Vacancies exist across all City Funds and fiscal impact would be contingent on the position(s) filled as a result of expedited hiring of qualified former federal employees.
  
5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?  
No

**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
  
3. Account string has been verified/confirmed.  Yes  No

**Additional Discussion (if needed)**

There is no direct fiscal impact as a result of this resolution.

**Citywide Business Plan (CWBP) Impact**

1. View the [Adopted 2025-2029 Citywide Business Plan](#)
  
2. Which CWBP goal is most impacted by this legislation?  
Finance and Governance (Press tab after selecting.)
  
3. Which objectives are impacted by this legislation (select all that apply):

- Ensure the resiliency of a responsive, representative, engaged, and transparent City government.
- Engage in workforce planning including employee recruitment, development, retention, and engagement.
- Foster a solutions-oriented, welcoming culture for employees and City Partners.
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## Prior Legislation

## 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?  
N/A
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?  
This legislation expedites employment of residents, which contributes to a more resilient community
4. Does this legislation create or preserve new housing units?  
No (Press tab after selecting)

Click or tap here to enter text.

Click or tap here to enter text.

5. Department staff certifies the submission of any application Affirmative Action Plans or Certificates of Compliance, Contractor Utilization Plans (CUPs), and Letters of Intent to Subcontract (LOIs) to CREO prior to, or simultaneously with, the legislation entry request in Legistar.

No - CREO's review is not applicable (Press tab after selecting)  
Please provide reasoning why not:

6. Does this legislation seek to approve a contract resulting from an Invitation for Bid?

No(Press tab after selecting)

7. Does this legislation seek to approve a contract resulting from a Request for Proposal/Qualification (RFP/Q)?

No(Press tab after selecting)