



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: 240353

Submitted Department/Preparer: Human Resources

Revised 11/01/23

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 of the Code of Ordinances by repealing Section 2-1176, Retirement Benefits, and enacting lieu thereof a new section of like number and subject matter to increase the health care subsidy provided to members of the Employee Retirement System in accordance with Resolution 230624.

Discussion

Resolution 230624 directed the City Manager to develop a funding plan to increase the health care subsidy to retired members of the Employee Retirement System from \$200.00 per month to \$400.00 per month, and that increase is reflected in the 2024-25 budget. This ordinance changes the specific code section providing the health care subsidy amount to \$200.00.

Fiscal Impact

1. Is this legislation included in the adopted budget? ☒ Yes ☐ No
2. What is the funding source?
The funding source for the health care subsidy spans the entire city, and is supported by multiple funds, which include the following funds: 1000, 2000, 2030, 2050, 2060, 2080, 2085, 2160, 2200, 2210, 2215, 2330, 2350, 2360, 2760, 2762, 2763, 2764, 3090, 8010, 8110, 8200, 8300
3. How does the legislation affect the current fiscal year?
The current number of retirees in the Employee Retirement System is 2,337 employees, each of whom would receive an increase of \$200.00 per month for their health care subsidy.
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.
This is a recurring cost, and the impact will be dependent upon the number of retirees in the Employee Retirement System. Currently, the number of employees who are eligible for regular or optional retirement are approximately 562

employees. The number of current employees who will be eligible for regular or optional retirement will be approximately 1179.

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. | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| 2. This fund has a structural imbalance. | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| 3. Account string has been verified/confirmed. | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |

Additional Discussion (if needed)

Click or tap here to enter text.

Citywide Business Plan (CWBP) Impact

1. View the [FY23 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.
 - ☐
 - ☐
 - ☐

Prior Legislation

Resolution 230624 directed the City Manager to identify a funding plan for the increase in health care subsidy. The health care subsidy for ERS was last increased by \$100.00 in 2020 by Ordinance 000865.

Service Level Impacts

Not specified.

Other Impacts

1. What will be the potential health impacts to any affected groups?
This ordinance would provide retired members of the Employee Retirement System an additional amount of health care subsidy to assist with health care costs.
2. How have those groups been engaged and involved in the development of this ordinance?
This ordinance was developed by HR staff to implement Resolution 230624. That Resolution had support from Local 500 AFSCME, whose members are part of the Employee Retirement System.
3. How does this legislation contribute to a sustainable Kansas City?
N/A
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:

Click or tap here to enter text.

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

No(Press tab after selecting)

Click or tap here to enter text.

7. Does this legislation seek to approve a contract resulting from a Request for Proposal/Qualification (RFP/Q)?
No(Press tab after selecting)