

SIDE LETTER AGREEMENT

SUPPLEMENTAL TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
CITY OF KANSAS CITY, MISSOURI AND THE LOCAL 500 OF THE AMERICAN
FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL- CIO
APRIL 25, 2021 THROUGH APRIL 30, 2026

RELATING TO ARTICLE XXIV, INSOURCING AND OUTSOURCING OF WORK

WHEREAS, the City and Local 500 have entered into a Collective Bargaining Agreement (“CBA”); and

WHEREAS, Article XXIV of that agreement contains provisions for the insourcing of work, including the convening of an Insourcing/Outsourcing Committee; and

WHEREAS, the City plans to insource Animal Control work currently being performed by an outside vendor; and

WHEREAS, the work contemplated for insourcing is all aspects of enforcement of Chapter 14 of the City Code of Ordinances ; and

WHEREAS, if insourced, the work is anticipated to be performed by the Neighborhood Services Department; and

WHEREAS, a meeting was held with between representatives of the City and leadership for Local 500 to discuss the potential insourcing of the Animal Control operations ; and

WHEREAS, both parties to the CBA desire to waive the requirements of Article XXIV of the CBA; NOW THEREFORE,

The City and Local 500 agree that:

1. The parties have discussed the background related to the insourcing of Animal Control work by the City from an outside vendor to the Neighborhood Services Department. Local 500 has expressed support for the insourcing of this work.
2. The insourcing of work is expected to include adding employees in already-existing job classifications within the Local 500 bargaining unit.
3. The parties agree to waive the requirements of Article XXIV of the Collective Bargaining Agreement between the City and Local 500 for the purposes of insourcing Animal Control work discussed in the meeting.
4. Council Approval. This Side Letter Agreement shall only be executed and shall only become effective following the passage of an ordinance by the City Council authorizing such Agreement.

Reggie Silvers
President
Local 500, AFSCME
Signed on _____, 2025

Kimiko Gilmore
Interim City Manager
City of Kansas City, Missouri
Signed on _____, 2025

cc: Teri Casey, Human Resources Director
Forest Decker, Neighborhood Services Director