



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: Click or tap here to enter TMP-#.
Submitted Department/Preparer: Human Resources
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

This ordinance amendment proposes updates to Chapter 2, "Administration," of the Code of Ordinances. The changes are designed to address staffing structure, compensation, and salary adjustments for certain positions within the City.

Discussion

New Job Classifications: The establishment of three new job classifications to enhance organizational structure and staffing flexibility.

Job Title Adjustment: The retitling of one existing job classification to better reflect its responsibilities and functions.

Pay Scale Adjustments: The implementation of updated pay scales in line with the collective bargaining agreements with IAFF Local 42 (Ordinance Number 240725) and IAFF Local 3808 (Ordinance Number 250280).

Elective Judge Salary Adjustments: Adjustments to the salary levels for elective Judge positions to ensure alignment with current budgetary and compensation standards.

These amendments aim to enhance the city's workforce management, ensure equitable compensation, and comply with collective bargaining agreements. The changes are proposed to take effect immediately upon adoption.

Fiscal Impact

1. Is this legislation included in the adopted budget? ☒ Yes ☐ No
2. What is the funding source?
1000-231000-601100; General Fund

An additional \$1,000 is being appropriated from contingent appropriation: 1000-179990-B

3. How does the legislation affect the current fiscal year?
This legislation reduces contingent appropriations by \$1,000.
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.
Yes. Costs for FY2026 will be approximately \$3.1 million higher than the FY2026 Adopted Budget. Future fiscal year expenses will be higher than estimated due to the impact of this CBA.
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)

The beginning balance of Contingent Appropriations for FY 2024-25 is \$7,086,945. Contingent Appropriations represent 1% of total General Fund revenue, and are intended to be reserved for emergency expenses. The current balance of Contingent Appropriation is \$2,770,675, as of 04/10/2025. The impact of Contingent Appropriation legislation that has been docketed but not passed is \$51,000, including Ordinances 250202 and 250280.

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.
- ☐
- ☐
- ☐

Prior Legislation

240725 and 250280

Service Level Impacts

N/A

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?
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:

N/A

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)