



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: 250419

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 develop a tri-share childcare pilot program with the state of Missouri for first responders; directing the City Manager to negotiate a sole source agreement with Upwards to administer the pilot program; appropriating \$3,000,000.00 from the Unappropriated Fund Balance of the Violence Prevention Fund in support of the program; designating requisitioning authority; and recognizing this ordinance as having an accelerated effective date.

Discussion

Childcare costs can be especially burdensome for those that work non-traditional hours such as first responders. In 2025, the State of Missouri appropriated \$3,000,000.00 to support a tri-share childcare model for first responders. The tri-share model requires costs for childcare to be shared by the State, the City, and first responder employees. Tri-share models in other cities are reported to have successfully reduced the costs of childcare for families. Upwards utilizes technology solutions to unite families, caregivers, employers, and government agencies to redefine the care landscape. City Council believes childcare support for first responders will enhance readiness and support retention of first responders and ultimately improve services to our community. The City Council has allocated funding for Violence Prevention in its Violence Prevention Fund and has determined this source is appropriate for this first responder benefit. The City intends to charge the costs of the tri-share program to the applicable departments with employees using this benefit through future quarterly budget analysis.

Fiscal Impact

1. Is this legislation included in the adopted budget? ☐ Yes ☒ No
2. What is the funding source?
Violence Prevention and Intervention Fund

26-2000-141800-B Tri-share Model Childcare Program \$3,000,000.00

3. How does the legislation affect the current fiscal year?
This legislation appropriates \$3.0 million from the Unappropriated Fund Balance of the Violence Prevention and Intervention Fund.
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.
Yes, continuing to offer this benefit to eligible employees will become a recurring cost.
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 Violence Prevention and Intervention Fund has Unappropriated Fund Balance available to support the proposed amount. The unreserved fund balance of the Violence Prevention and Intervention Fund is \$18.0 million, as of Third Quarter FY 2024-25.

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

N/A

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?
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:

This resolution does not seek to approve an agreement that would require CREO's review

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)