

# GENERAL

## Ordinance Fact Sheet

220166

Ordinance Number

**Brief Title**

Administrative Code Changes

**Approval Deadline**

**Reason**

**Details**

**Positions/Recommendations**

**Reason for Legislation**

This ordinance provides for implementation of a salary structure adjustment for all non-exempt and exempt job classifications and pay ranges not covered by a bargaining unit, to remove several job classifications, and to create several job classifications and rename several job classifications; relieving compression by providing a salary increase based on years of City service.

<b>Sponsor</b>	Human Resources
<b>Programs, Departments, or Groups Affected</b>	All
<b>Applicants / Proponents</b>	<b>Applicant</b>  Human Resources City Department All  Other
<b>Opponents</b>	<b>Groups or Individuals</b>  None Known Basis of opposition
<b>Staff Recommendation</b>	<input checked="" type="checkbox"/> For <input type="checkbox"/> Against  Reason Against
<b>Board or Commission Recommendation</b>	By <input type="checkbox"/> For <input type="checkbox"/> Against <input type="checkbox"/> No action taken  <input type="checkbox"/> For, with revisions or conditions (see details column for conditions)
<b>Council Committee Actions</b>	<input type="checkbox"/> Do pass <input type="checkbox"/> Do pass (as amended) <input type="checkbox"/> Committee Sub. <input type="checkbox"/> Without Recommendation <input type="checkbox"/> Hold <input type="checkbox"/> Do not pass

**Details:**

Effective May 1, 2022

Establishes, removes and retitles some job classifications and implements new pay grades for all non-exempt and exempt positions not covered by a bargaining unit.

Establishes the following job classifications to better align with City business functions:

Job Code	Title	Pay Grade
1678	Budget Analyst	EX5
2115	Project Manager	EX3
2116	Planning Manager	EX6
2028	City Engineer	EX8
3056	Risk Manager	EX7
3313	Airport Police Detective	NE6
3316	Airport Police Chief	EX6
4130	Probation Officer I	NE4
4131	Probation Officer II	EX2
4137	Deputy Court Administrator	EX6

Removes the following job classifications as either requested by the Department or by restructured City business:

Job Code	Title
1141	Senior Municipal Revenue Agent
1165	Manager of Accounts
1302U	Director of Public Safety
1308	Stores Supervisor
1655	Chief of Event Coordination
1708	Human Resources Consultant
1726U	Executive Aide to City Manager
2091	Landscape Architect Manager
2125U	Director of Capital Projects
3221	Animal Shelter Supervisor
3309	Airport Police Captain

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**Details**

4010 Microbiologist  
 4126 Assistant Superintendent of Corrections  
 5407 Meter Reader Supervisor  
 5712 Animal Technician  
 5729 Agronomist

Retitles the following job classifications:

Job Code	Title
1160	Manager of Revenues to Commissioner of Revenue
1735	Asst to the Director (Bus & Sup) to Business Operations Manager
2065U	Utility Officer to Operations Officer
2039U	Deputy Director of Aviation to Deputy Director
2068U	Deputy Director of Water to Deputy Director
4111	Human Relations Specialist to Civil Rights Specialist
4112	Sr. Human Relations Specialist to Sr. Civil Rights Specialist
4113	Human Relations Manager to Civil Rights Manager

Relieves compression by providing a salary increase based on the following years of City service:

One (1) percent for any employee who has three or fewer years of service since their most recent hire date;

One and one half (1 1/2) percent for any employee who has more than three years up to four years of service since their most recent hire date;

Two (2) percent for any employee who has more than four years up to five years of service since their most recent hire date;

Two and one half (2 1/2) percent for any employee who has more than five years up to six years of service since their most recent hire date;

Three (3) percent for any employee who has more than six years of service up to eight years of service since their most recent hire date;

Three and one half (3 1/2) percent for any employee who has more than eight years up to ten years of service since their most recent hire date; and

Four (4) percent for any employee who has more than ten years of service since their most recent hire date.

**Policy/Program Impact**

<b>Policy or Program Change</b>	<input type="checkbox"/> No <input type="checkbox"/> Yes

**Finances**

<b>Cost &amp; Revenue Projections -- Including Indirect Costs</b>	
<b>Financial Impact</b>	See Attached Fiscal Note
<b>Fund Source (s) and Appropriation Account Codes</b>	___ Budget, Page ___ Unbudgeted, Appropriation _____ Fund 00-000-00-0000-A0000

(Use this space for further discussion, if necessary)

Is it good for the children? Yes

How will this contribute to a sustainable Kansas City?

Allows us to move forward with the goals and objectives of the entire City.

**Applicable Dates:**

**Fact Sheet Prepared by:**

Christa Tyler  
 Human Resources Manager

Date 02/08/2022

**Reviewed by:**

Teri Casey  
 Director of Human Resources

Date 02/08/2022

**Reference Numbers**