



First Responder Childcare Pilot

Ordinance 250419

Ryana Parks-Shaw,
Mayor Pro Tem

Maggie Nurrenbern,
Missouri Senator

Purpose of the Ordinance

01

Develop a tri-share childcare pilot for Kansas City's first responders

02

Partner with the State of Missouri and Upwards

03

Provide affordable, reliable childcare to support staffing and retention

Why This Matters

First responders work non-traditional hours: nights, weekends, holidays

High childcare costs impact workforce reliability

Lack of care is a barrier to recruitment and retention

Childcare access supports violence prevention and family stability



What is a Tri-Share Model?

- Childcare costs are shared between:
- 1. The State of Missouri
- 2. The City of Kansas City
- 3. First responder employees
- Proven effective in other cities

Role of Upwards

Administer their childcare network and technology platform

Administers childcare benefits for employers and agencies

Leverage established childcare infrastructure and connect families to licensed and flexible providers

Funding Structure

\$3 MILLION TOTAL CITY INVESTMENT

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graph TD; A["$3 MILLION TOTAL CITY INVESTMENT"] --> B["$3M APPROPRIATED BY MISSOURI (STATE SHARE)"]; B --> C["ANTICIPATES FUTURE YEARLY COSTS TO BE CHARGED TO DEPARTMENTS"]; C --> D["CITY FUNDS ARE CONTINGENT ON STATE FUNDS"];
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\$3M APPROPRIATED BY MISSOURI (STATE SHARE)

ANTICIPATES FUTURE YEARLY COSTS TO BE CHARGED TO DEPARTMENTS

CITY FUNDS ARE CONTINGENT ON STATE FUNDS

Ordinance Details

City Manager to
develop program
with Missouri

Negotiate
contract with
Upwards

Human Resources
Director manages
funds

City Manager
reports plan to
Council in 45 days

Anticipated Impact

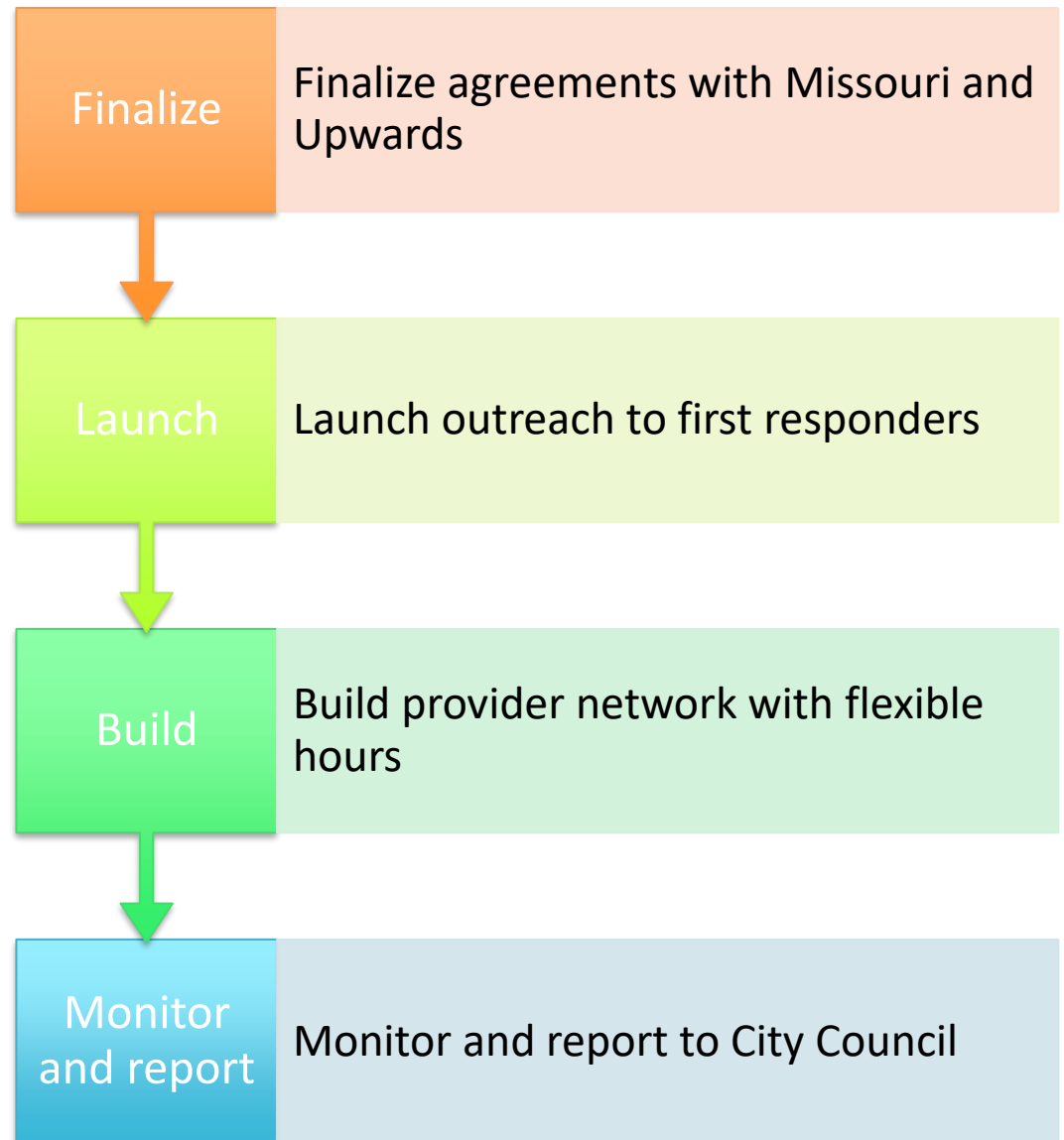
Affordable and flexible
childcare access for
first responders at
reduced costs

Increased employee
satisfaction which
supports workforce
recruitment and
retention..

Improved staffing
levels emergency
readiness and family
stability

Enhanced public
safety.

Next Steps



Questions