



# City of Kansas City, Missouri

## Docket Memo

Ordinance/Resolution #: 250856

Submitted Department/Preparer: Finance

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

Appropriating \$150,000 from the Unappropriated Fund Balance of the General Fund (1000) to fund a wage disparity study and recognizing this ordinance as having an accelerated effective date.

### Discussion

The City has previously conducted a wage disparity study and has remained committed to ensuring mitigation of wage disparity. The FY 2025-2026 Budget included appropriations for a compensation study. The Human Resources Department require additional appropriations for the vendor to complete the additional scope of the wage disparity study.

#### Section 1.

This section appropriates \$150,000 from the General Fund (1000) to fund a wage disparity study.

#### Section 2.

This section contains the standard language recognizing this ordinance as having an accelerated effective date.

### Fiscal Impact

1. Is this legislation included in the adopted budget?  Yes  No
2. What is the funding source?  
1000-142330-610120 - General Fund
3. How does the legislation affect the current fiscal year?  
This ordinance will draw down the fund balance \$150,000

4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.  
No, this is a one time appropriation.
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)**

This ordinance would appropriate from the Unassigned General Fund balance, which currently has \$382.7 million available as of 9/26/2025. The three-month reserve target for Assigned General Fund balance is \$205.9 million. The two-month reserve target for Committed General Fund balance is \$137.3 million.

**Citywide Business Plan (CWBP) Impact**

1. View the [Adopted 2025-2029 Citywide Business Plan](#)
2. Which CWBP goal is most impacted by this legislation?  
Inclusive Growth and Development (Press tab after selecting.)
3. Which objectives are impacted by this legislation (select all that apply):
  - Align the City's economic development strategies with the objectives of the City Council to ensure attention on areas traditionally underserved by economic development and redevelopment efforts.
  - Ensure quality, lasting development of new growth.
  - Increase and support local workforce development and minority, women, and locally owned businesses.
  - Create a solutions-oriented culture to foster a more welcoming business environment.
  - Leverage existing institutional assets to maintain and grow Kansas City's position as an economic hub in the Central United States.



## Prior Legislation

Click or tap here to list prior, related ordinances/resolutions.

## 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:

Click or tap here to enter text.

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)