



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: 260372

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: Establishes ten new job classifications to support organizational needs and improve staffing flexibility.

Job Classification Removal: Removes one existing job classification.

Job Title Adjustment: Retitles one existing job classification to better reflect current duties and responsibilities.

Salary Grade Adjustments: Adjusts salary grades for three classifications to ensure proper alignment.

Pay Scale Adjustments: Updates pay scales in accordance with the collective bargaining agreements with IAFF Local 42 (Ordinance No. 240725) and IAFF Local 3808 (Ordinance No. 250280), and adjusts all non-exempt and exempt pay scales, including updates to affected classifications.

Elective Judge Salary Adjustments: Updates salary levels for elective Judge positions to align with current budget 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?
All Funds
3. How does the legislation affect the current fiscal year?
This legislation would increase pay scales above the Adopted Fiscal Year 2026-27 Budget for new hire employees.
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.
Yes, recurring costs. The pay scales are increased thus affecting future fiscal years also.
5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?
N/A

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 does not have appropriations or revenue.

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)