



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: 250167

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

Amending Chapter 2 of the Code of Ordinances of the Kansas City, Missouri, Classification and Compensation Plan, by repealing and reenacting Section 2-1104 for the purpose of adding prenatal leave.

Discussion

This ordinance amends Chapter 2, Code of Ordinances, by repealing Section 2-1104 and enacting a new section that modifies the list of City-approved special leave requests. Prenatal leave is added to this new section, which permits all regular and appointed pregnant employees be granted prenatal care leave for direct prenatal care in accordance with ordinance-stated provisions.

Fiscal Impact

1. Is this legislation included in the adopted budget? Yes No
2. What is the funding source?
OMB estimates that the General Fund will cover around 67% of all costs, and all other funds will cover around 33%.
3. How does the legislation affect the current fiscal year?
Unknown impact based on near end of fiscal year.
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.
Yes, each fiscal year will see an estimated increase in the General Fund by around \$234,664, while non-General Fund are estimated to increase by at least \$117,963.

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)

OMB calculated the estimated fiscal impact by looking at numbers of employees who used Family-Medical Leave (FML) by department in 2024. Employees were then categorized by funding source and pay grade. Based on FY24 numbers, OMB estimates that 67% of fiscal impact will be applied to the General Fund, while all other funds will have 33% of fiscal impact applied to them.

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.
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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?
Would permit all regular and appointed pregnant employees be granted up to 40 hours of paid prenatal care leave for direct prenatal care
2. How have those groups been engaged and involved in the development of this ordinance?
Click or tap here to enter text.
3. How does this legislation contribute to a sustainable Kansas City?
Click or tap here to enter text.
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:
Not a contract
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)