

GENERAL

Ordinance Fact Sheet

#	210502
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Ordinance Number

Brief Title

Approval Deadline

Reason

Equal Employment Opportunity/Disciplinary Ordinance Amendments

Details

Positions/Recommendations

Reason for Legislation

This ordinance amends the Equal Employment Opportunity program to change the make up of the EEO committee and to authorize the HR director to administer discipline for violations of the EEO policy. The ordinance also amends code sections related to discipline to clarify that regular employees are entitled to a predetermination hearing and right to appeal the discipline.

Sponsor	Councilmembers Parks-Shaw and Robinson
Programs, Departments, or Groups Affected	All
Applicants / Proponents	Applicant City Department Other
Opponents	Groups or Individuals None Known Basis of opposition
Staff Recommendation	<input checked="" type="checkbox"/> For <input type="checkbox"/> Against Reason Against
Board or Commission Recommendation	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)
Council Committee Actions	<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:

Currently the EEO Committee, which reviews EEO investigations to determine whether a violation of the EEO policy occurred and what discipline is appropriate, is comprised of the HR Director, an Assistance City Manager and the City Attorney or designee. This ordinance will change the EEO Committee to replace the City Attorney with the Chief Equity Officer or City Manager designee.

Additionally, the EEO Committee currently provides a recommended discipline to the offending employee's department, who is required to administer the discipline or meet with the City Manager if the department director disagrees with the recommended discipline. This ordinance authorizes the HR director to administer the discipline, centralizing the disciplinary process for EEO violations.

Finally, the ordinance modifies the code sections for suspensions, demotion and termination to clarify that regular employees who are subject to that discipline are afforded a predetermination hearing and a right to an appeal before the HR Board. This does not change the current process but clarifies that right for regular employees (employees in the classified service who have passed their initial probationary period)

(Continued on reverse side)

Details

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.

Policy/Program Impact

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

Cost & Revenue Projections -- Including Indirect Costs	
Financial Impact	None
Fund Source (s) and Appropriation Account Codes	

(Use this space for further discussion, if necessary)

Applicable Dates:

Fact Sheet Prepared by:

Saskia Jacobse
Deputy Director of Human Resources

Date 06/15/21

Reviewed by:

Teri Casey
Director of Human Resources

Date 06/15/21

Reference Numbers