



**Agenda**

**Finance, Governance and Public Safety Committee**

Chairperson Andrea Bough

Vice Chair Quinton Lucas

Councilmember Crispin Rea

Councilmember Darrell Curls

Councilmember Wes Rogers

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**Tuesday, January 14, 2025**

**10:30 AM**

**26th Floor, Council Chamber**

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**<https://us02web.zoom.us/j/84530222968>**

**PUBLIC OBSERVANCE OF MEETINGS**

Members of the City Council may attend this meeting via videoconference.

Any closed session may be held via teleconference.

The public can observe this meeting at the links provided below.

Applicants and citizens wishing to participate have the option of attending each meeting or they may do so through the videoconference platform ZOOM, using this link:

<https://us02web.zoom.us/j/84530222968>

**\*\*\*Public Testimony is Limited to 2 Minutes\*\*\***

**FIRST READINGS**

**Director of the Law Department**

[250013](#) Sponsor: Director of Law Department

Approving and authorizing settlement of William Johnson v. City of Kansas City, Case No. 2016-CV17376, in the amount of \$363,570.01; and that the City Attorney is hereby authorized to pay the sum in settlement of said judgment obtained by William Johnson from funds previously appropriated in the Public Official Liability Fund.

**Attachments:** [docket memo-johnson](#)

**Lucas**

[250018](#) Sponsor: Mayor Quinton Lucas

Calling for submission to the voters of Kansas City, at an election to be held on April 8, 2025, a question to remove approximately 3.42 acres of Longfellow Park located between E. 25th Street and E. 26th Street, and between Gillham Road and Cherry Street from the park system for the public purpose of expanding available free housing and lodging to families of ill and injured children needing nearby access to pediatric hospitals within Kansas City; directing the City Clerk to notify the responsible election authorities of the election no later than January 28, 2025; and recognizing this ordinance as having an accelerated effective date.

**Attachments:** [Docket Memo 250018](#)

**Director of General Services**

[250031](#) Sponsor: Director of General Services Department

Estimating and appropriating \$195,903.49 in the General Grants Fund to improve cybersecurity, critical infrastructure and resilience of services provided to the community; and authorizing the Director General Services to enter into a subaward grant agreements with the Missouri Department of Public Safety.

**Attachments:** [Cybersecurity Grants Docket Memo](#)  
[Grant Approp--Admin](#)

**Lucas and Bough**

[250033](#) Sponsor: Mayor Quinton Lucas

Directing the City Manager to submit the RAISE grant application for Troost Corridor from Truman Rd to Bannister Rd; directing city staff to maximize workforce development when submitting grant applications and include neighborhood/resident engagement in the process.

**Attachments:** [250033 Docket Memo](#)

**Lucas**

[250034](#) Sponsor: Mayor Quinton Lucas

Amending Chapter 2, Administration, Article XV, Code of Ethics, by repealing and replacing Sections 2-2060, 2-2061, and 2-2062 to modify allowable business and travel expenses and provide the internal auditor authority to audit travel expenses of the office of the mayor and city council, and city departments.

**Attachments:** [250034 docket memo](#)

**Lucas**

[250035](#) Sponsor: Mayor Quinton Lucas

Authorizing the City Manager to enter into a two (2) year agreement or an amendment commencing on May 1, 2025, with a one (1) year option to renew by the City with the Convention and Visitors Bureau of Greater Kansas City, Inc., d/b/a Visit KC, to provide services for the promotion of convention and tourism business within Kansas City; and funding for the agreement to be appropriated based upon estimated Fiscal Year 2025-2026 Adopted Budget Hotel/Motel revenue collections.

**Attachments:** [250035 No Docket Memo](#)

HELD IN COMMITTEE

**Robinson**

**241074** Sponsor: Councilmember Melissa Robinson

Amending various sections of Chapter 2, Code of Ordinances, Administration, and Chapter 38, Code of Ordinance, Civil Rights, to include persons with criminal histories in the classes of persons who may be aggrieved by alleged discrimination or unlawful practices under the City's Code of Ordinances, in order to combat the long-term impacts of incarceration.

**Attachments:** [Docket Memo 241074](#)

SEMI-ANNUAL DOCKET

Consideration of Semi-Annual Docket items.

ADDITIONAL BUSINESS

1. There may be general discussion for current Finance Governance & Public Safety Committee issues.
  
2. Closed Session
  - Pursuant to Section 610.021 subsection 1 of the Revised Statutes of Missouri to discuss legal matters, litigation, or privileged communications with attorneys;
  - Pursuant to Section 610.021 subsection 2 of the Revised Statutes of Missouri to discuss real estate;
  - Pursuant to Section 610.021 subsections 3 and 13 of the Revised Statutes of Missouri to discuss personnel matters;
  - Pursuant to Section 610.021 subsection 9 of the Revised Statutes of Missouri to discuss employee labor negotiations;
  - Pursuant to Section 610.021 subsection 11 of the Revised Statutes of Missouri to discuss specifications for competitive bidding;
  - Pursuant to Section 610.021 subsection 12 of the Revised Statutes of Missouri to discuss sealed bids or proposals; or
  - Pursuant to Section 610.021 subsection 17 of the Revised Statutes of Missouri to discuss confidential or privileged communications with auditors.
  
3. Those who wish to comment on proposed ordinances can email written testimony to [public.testimony@kcmo.org](mailto:public.testimony@kcmo.org). Comments received will be distributed to the committee and added to the public record by the clerk.

The city provides several ways for residents to watch City Council meetings:

- Livestream on the city's website at [www.kcmo.gov](http://www.kcmo.gov)
- Livestream on the city's YouTube channel at <https://www.youtube.com/watch?v=3hOuBlg4fok>
- Watch Channel 2 on your cable system. The channel is available through Time Warner Cable (channel 2 or 98.2), AT&T U-verse (channel 99 then select Kansas City) and Google Fiber on Channel 142.
- To watch archived meetings, visit the City Clerk's website and look in the Video on Demand section: [http://kansascity.granicus.com/ViewPublisher.php?view\\_id=2](http://kansascity.granicus.com/ViewPublisher.php?view_id=2)

The City Clerk's Office now has equipment for the hearing impaired for use with every meeting. To check out the equipment please see the secretary for each committee. Be prepared to leave your Driver's License or State issued Identification Card with the secretary and she will give you the equipment. Upon returning the equipment your license will be returned.

Adjournment



**File #: 250013**

ORDINANCE NO. 250013

Sponsor: Director of Law Department

Approving and authorizing settlement of *William Johnson v. City of Kansas City*, Case No. 2016-CV17376, in the amount of \$363,570.01; and that the City Attorney is hereby authorized to pay the sum in settlement of said judgment obtained by William Johnson from funds previously appropriated in the Public Official Liability Fund.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the payment of the sum of \$363,570.01 for the settlement of the judgment obtained by William Johnson in the lawsuit styled *William Johnson v. City of Kansas City*, Case No. 2016-CV17376, as recommended by the City Attorney and the Risk Management Committee, is hereby approved.

Section 2. That the City Attorney is hereby authorized to pay the sum of \$363,570.01 in settlement of said judgment obtained by William Johnson from funds previously appropriated in Account No. 25-7010-131543-B, Public Official Liability Fund.

..end

I hereby certify that there is a balance, otherwise unencumbered, to the credit of the appropriation to which the foregoing expenditure is to be charged, and a cash balance, otherwise unencumbered, in the treasury, to the credit of the fund from which payment is to be made, each sufficient to meet the obligation hereby incurred.

\_\_\_\_\_  
Tammy L. Queen  
Director of Finance

Approved as to form:

\_\_\_\_\_  
Tara M. Kelly  
Senior Associate City Attorney





# City of Kansas City, Missouri

## Docket Memo

Ordinance/Resolution #: 250013

Submitted Department/Preparer: Law

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

Approving \$363,570.01 to settle judgment obtained by William Johnson in lawsuit entitled William Johnson v. City of Kansas City, Case No. 2016-CV17376.

### Discussion

Plaintiff William Johnson filed a lawsuit claiming discrimination and retaliation related to his employment with the City. The case went to trial in August 2023 and resulted in a judgment for the Plaintiff. The proposed settlement resolves all liability, damages, and attorneys' fees for the judgment. The Law Department and Risk Management Committee recommend accepting the settlement in the amount of \$363,570.01.

### Fiscal Impact

1. Is this legislation included in the adopted budget?  Yes  No
2. What is the funding source?  
Public Official Liability Fund, Account No. 25-7010-131543-618200
3. How does the legislation affect the current fiscal year?  
Decreases available funding by \$363,570.01.
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.  
No.
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)**

Click or tap here to enter text.

**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**

None.

**Service Level Impacts**

None.

## Other Impacts

1. What will be the potential health impacts to any affected groups?  
Not applicable.
2. How have those groups been engaged and involved in the development of this ordinance?  
Not applicable.
3. How does this legislation contribute to a sustainable Kansas City?  
Not applicable.
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:

Settlement with individual.

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)



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**File #: 250018**

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ORDINANCE NO. 250018

Sponsor: Mayor Quinton Lucas

Calling for submission to the voters of Kansas City, at an election to be held on April 8, 2025, a question to remove approximately 3.42 acres of Longfellow Park located between E. 25th Street and E. 26th Street, and between Gillham Road and Cherry Street from the park system for the public purpose of expanding available free housing and lodging to families of ill and injured children needing nearby access to pediatric hospitals within Kansas City; directing the City Clerk to notify the responsible election authorities of the election no later than January 28, 2025; and recognizing this ordinance as having an accelerated effective date.

WHEREAS, the City has a tradition of partnering with not-for-profit organizations for public purposes to provide community services that benefit the citizens of Kansas City; and

WHEREAS, Ronald McDonald House Charities of Kansas City (“RMHKC”) has been using the land and building at 2502 Cherry Street to provide free housing, lodging, and other services to thousands of families with sick children at nearby pediatric hospitals since 2006; and

WHEREAS, the Board of Parks and Recreation Commissioners (the “Parks Board”) has determined that there is an increased and growing need to serve and care for the families of ill and injured children that reside within the City, and throughout the City’s region, with close and nearby access to the children who are receiving treatment, services, and care at pediatric hospitals within the City; and

WHEREAS, the Parks Board deems a public purpose the conveyance of the 3.42 acres of Longfellow Park (the “Designated Land”) to a not-for-profit corporation based on terms and consideration acceptable to the City and the Parks Board for purpose of expanding housing, lodging and other services for sick children; and

WHEREAS, the Parks Board has determined that Sheila Kemper-Detrich Park, which is located between E. 26th Street and E. 27th Street, and between Gillham Road and Cherry Street, is approximately a 1/2 block away from Longfellow Park, and provides Kansas City residents with appropriate use of park land in close proximity; and

WHEREAS, City Charter section 1004(b) reads: “If any property is determined by the Board of Parks and Recreation Commissioners to be no longer necessary or appropriate for park, parkway, or boulevard use, such property may be removed from the park system by a vote of the people;” and

WHEREAS, on December 10, 2024, the Parks Board passed Resolution No. 32692 which approved and recommended that this Designated Land be removed from the park system; and

WHEREAS, such removal of this parkland would only be to convey said property to a not-for-profit corporation in response to a Request for Proposal, and based on terms and consideration acceptable to the City, including receiving an agreed upon price for the land, where such an agreement requires approximately 1.5 acres of the Designated Land to remain open and available to the public, and a reversionary interest to the City of the designated 1.5 acres of open and publicly available land if the purchaser ceases to operate as a not-for-profit corporation providing these free services; NOW, THEREFORE,

**BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:**

**Section 1. ELECTION CALLED.** That an election is called on April 8, 2025, for the purpose of submitting to the voters of Kansas City the question of removing 3.42 acres of Longfellow Park from the park system.

**Section 2. BALLOT TITLE.** The ballot title shall be:

Should the City of Kansas City remove from its park system approximately 3.42 acres of Longfellow Park generally located between E. 25th Street and E. 26th Street, and between Gillham Road and Cherry Street, to convey said property to a not-for-profit corporation, for the public purpose of providing and expanding a campus to provide families with access to free housing, lodging and services that are nearby pediatric hospitals within the City, and authorize the City to convey said property for terms and consideration as the City may determine acceptable?

**Section 3. NOTICE OF ELECTION.** The notice of election shall read as follows:

**NOTICE OF ELECTION  
KANSAS CITY, MISSOURI**

Notice is hereby given that the City of Kansas City has called a special election to be held on Tuesday, April 8, 2025, between the hours of 6:00 a.m. and 7:00 p.m., at which election all qualified voters residing within Kansas City, Missouri will be given the opportunity to vote.

The official ballot will be in substantially the following form:

**OFFICIAL BALLOT  
CITY OF KANSAS CITY**

**GENERAL MUNICIPAL ELECTION, April 8, 2025  
QUESTION NO. \_\_\_\_\_**

(Park Property)

Should the City of Kansas City remove from its park system approximately 3.42 acres of Longfellow Park generally located between E. 25th Street and E. 26th Street, and between Gillham Road and Cherry Street, to convey said property to a not-for-profit corporation, for the public purpose of providing and expanding a campus to provide families with access to free housing, lodging and services that are nearby pediatric hospitals within the City, and authorize the City to convey said property for terms and consideration as the City may determine acceptable?

- YES
- NO

(Instructions to voters will be supplied by the election authorities.)

A full and complete copy of Ordinance No. 250018 (as it may be amended) submitting the above question to the electorate is on file in the office of the City Clerk of Kansas City, Missouri where the same is open for inspection and copying.

The polling places for the election will be (INSERT LIST OF POLLING PLACES IN LAST PUBLICATION ONLY)

I hereby certify that the foregoing is the legal notice to be published pursuant to Section 115.127, RSMo, as amended.

Given under my hand and the official seal of the Kansas City, Missouri, this \_\_\_ day of \_\_\_\_\_, 2025.

(SEAL)

\_\_\_\_\_  
MARILYN SANDERS  
City Clerk of Kansas City, Missouri

Before me, a notary public, personally appeared Marilyn Sanders, to me known to be the City Clerk of Kansas City, Missouri, and the person who acknowledged to me that she executed the same for the purposes therein stated.

\_\_\_\_\_  
Notary Public

My Commission Expires:

Section 4. NOTICE TO ELECTION AUTHORITIES BY CITY CLERK. That following passage of this ordinance the City Clerk shall deliver certified copies of this ordinance and notice of election to the Clerk of Cass County, Board of Election Commissioners of Clay County, Board of Election Commissioners of Kansas City, and Board of Election Commissioners of Platte County, no later than January 28, 2025, which shall be the authority of each election

authority of the City to submit the amendment to the electors of Kansas City and to give public notice as provided by law.

Section 5. ACCELERATED EFFECTIVE DATE RECOGNIZED. This ordinance, providing for the submission of question to the people of Kansas City, Missouri, is hereby recognized as having an accelerated effective date within the meaning of Section 503(a)(3)(A) of the City Charter, and as such shall take effect in accordance with Section 503.

..end

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Approved as to form:

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Lana K. Torczon  
Senior Associate City Attorney



# City of Kansas City, Missouri

## Docket Memo

Ordinance/Resolution #: 250018

Submitted Department/Preparer: Parks Recreation

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

Calling for submission to the voters of Kansas City, at an election to be held on April 8, 2025, a question to remove approximately 3.42 acres of Longfellow Park located between E. 25th Street and E. 26th Street, and between Gillham Road and Cherry Street from the park system for the public purpose of expanding available free housing and lodging to families of ill and injured children needing nearby access to pediatric hospitals within Kansas City; directing the City Clerk to notify the responsible election authorities of the election no later than January 28, 2025; and recognizing this ordinance as having an accelerated effective date.

### Discussion

This provides a needed benefit to the surrounding community, and as the land will still be open to the residents as parkland, there is no reduction in benefit to the community while our department does recognize a benefit from having less land to maintain.

### Fiscal Impact

1. Is this legislation included in the adopted budget?  Yes  No
2. What is the funding source?  
N/A
3. How does the legislation affect the current fiscal year?  
N/A
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.  
N/A

5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?  
It will generate revenue through the sale of the land.

**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 has no direct fiscal impact. If approved by voters, the sale of surplus property would generate 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?  
Housing and Healthy Communities (Press tab after selecting.)
3. Which objectives are impacted by this legislation (select all that apply):
- Utilize planning approaches in neighborhoods to reduce blight, ensure sustainable housing, and improve resident wellbeing and cultural diversity.
  - Maintain and increase affordable housing supply to meet the demands of a diverse population.
  - Address the various needs of the City's most vulnerable population by working to reduce disparities.
  - Foster an inclusive environment and regional approach to spur innovative solutions to housing challenges.
  - Ensure all residents have safe, accessible, quality housing by reducing barriers.
  - Protect and promote healthy, active amenities such as parks and trails, play spaces, and green spaces.

**Prior Legislation**

The Parks & Recreation Board of Commissioners approved resolution 32692 to



remove this section of Longfellow Park from the Parks & Recreation system.

## Service Level Impacts

None

## Other Impacts

1. What will be the potential health impacts to any affected groups?  
None
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?  
It maintains the property as green space.
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)



**File #: 250031**

ORDINANCE NO. 250031

Sponsor: Director of General Services Department

Estimating and appropriating \$195,903.49 in the General Grants Fund to improve cybersecurity, critical infrastructure and resilience of services provided to the community; and authorizing the Director General Services to enter into a subaward grant agreements with the Missouri Department of Public Safety.

WHEREAS, the U.S. Department of Homeland Security passed grant dollars to the Missouri Department of Public Safety for the FY 2023 State and Local Cybersecurity Grant program; and

WHEREAS, Missouri Department of Public Safety awarded the following grants to the City: EMW-2022-CY-00007-NR27 in the amount of \$48,000.00, EMW-2022-CY-00007-NR28 in the amount of \$49,587.28, and EMW-2022-CY-00007-NR97 in the amount of \$98,316.21 that represents the federal share of 80% of each project; and

WHEREAS, the 20% local match for each project is in following amounts for each grant: EMW-2022-CY-00007-NR27 in the amount of \$12,000.00, EMW-2022-CY-00007-NR28 in the amount of \$12,396.82, and EMW-2022-CY-00007-NR97 in the amount of \$24,579.05; and

WHEREAS, the required match will come from dollars appropriated in the General Fund account string 1000-075400-615300-07PG2366 for a total of \$48,975.87 separated between the three grants with the amounts listed in grant award documents. .

WHEREAS, the General Services Department will be the project administrator for the three state and local cybersecurity grants; NOW, THEREFORE,

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the revenue in the amount of \$195,903.49 is hereby estimated in the following account of the General Grants Fund:

25-2580-070001-477305-G07SLCGPNR27	State/Local Cybersecurity Grant	\$ 48,000.00
25-2580-070001-477305-G07SLCGPNR28	State/Local Cybersecurity Grant	49,587.28
25-2580-070001-477305-G07SLCGPNR29	State/Local Cybersecurity Grant	<u>98,316.21</u>
	TOTAL	\$195,903.49

Section 2. That the sum of \$195,903.49 is hereby appropriated in the following accounts of the General Grants Fund:

25-2580-075400-B-G07SLCGPNR27	State/Local Cybersecurity Grant	\$ 48,000.00
25-2580-075400-E -G07SLCGPNR28	State/Local Cybersecurity Grant	49,587.28
25-2580-075400-E -G07SLCGPNR29	State/Local Cybersecurity Grant	<u>98,316.21</u>
	TOTAL	\$195,903.49

Section 3. Authorizing a \$48,000.00 agreement for G07SLCGPNR27, a \$49,587.28 agreement for G07SLCGPNR28, and a \$98,316.21 agreement for G07SLCGPNR29 with the Missouri Department of Public Safety for the three state/local cybersecurity projects.

Section 4. That the Director of General Services is hereby designated requisitioning authority for the following Account Numbers: 25-075400-B-G07SLCGPNR27, 25-075400-E-G07SLCGPNR28, and 25-075400-E-G07SLCGPNR29.

..end

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I hereby certify that there is a balance, otherwise unencumbered, to the credit of the appropriation to which the foregoing expenditure is to be charged, and a cash balance, otherwise unencumbered, in the treasury, to the credit of the fund from which payment is to be made, each sufficient to meet the obligation hereby incurred.

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Tammy L. Queen  
Director of Finance

Approved as to form:

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James Brady  
Senior Associate City Attorney



# City of Kansas City, Missouri

## Docket Memo

Ordinance/Resolution #: 250031

Submitted Department/Preparer: General Services

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

Authorizing the Director General Services to enter into a subaward grant agreements with Missouri Department of Public Safety for three separate state and local cybersecurity grants estimating and appropriating a total of \$195,903.49 in the General Grants Fund for three state and local cybersecurity grants from the US Department of Homeland Security passed through to the Missouri Department of Public Safety for cybersecurity investment to improve critical infrastructure and resilience of services that state and local governments provide to the community.

### Discussion

The US Department of Homeland Security passed grant dollars to the Missouri Department of Public Safety for the FY 2023 State and Local Cybersecurity Grant program, Missouri Department of Public Safety awarded the following grants to the City: EMW-2022-CY-00007-NR27 in the amount of \$48,000.00, EMW-2022-CY-00007-NR28 in the amount of \$49,587.28, and EMW-2022-CY-00007-NR97 in the amount of \$98,316.21 that represents the federal share of 80% of each project. The remaining 20% for each project is a local match in following amounts for each grant: EMW-2022-CY-00007-NR27 in the amount of \$12,000.00, EMW-2022-CY-00007-NR28 in the amount of \$12,396.82, and EMW-2022-CY-00007-NR97 in the amount of \$24,579.05 The required match will come from dollars appropriated in the General Fund account string 1000-075400-615300-07PG2366 for a total of 48,975.87 separated between the 3 grants with the amounts listed in grant award documents.

### Fiscal Impact

1. Is this legislation included in the adopted budget?  Yes  No
2. What is the funding source?  
1000 - General Fund  
1000-075400-615300-07PG2366 State Local Cyber Security Grant - \$48,975.87

3. How does the legislation affect the current fiscal year?  
The US Department of Homeland Security passed grant dollars to the Missouri Department of Public Safety for the FY 2023 State and Local Cybersecurity Grant program, Missouri Department of Public Safety awarded three grants totaling \$195,903.49.
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.  
The grants cover on-going operations and maintenance costs.
5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?  
Revenue in the amount of \$195,903.49 is estimated in the 2580 General Grants Fund.

**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 authorizes these three grants to be awarded for cybersecurity to improve critical infrastructure and resilience of services.

**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

- Acquired technology systems have now been implemented, enhancing risk management and aligning with best practices
- Effective strategic alignment of IT with the business or organization; establish and/or improve accountability; improve IT services, productivity, reliability, responsiveness, competency and maturity.
- Permits strategic approach to mitigate risk and prepare for unanticipated future occurrences; demonstrate preparedness for loss and crisis; reduce litigation; improve business continuity

## 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)

7. Does this legislation seek to approve a contract resulting from a Request for Proposal/Qualification (RFP/Q)?

No(Press tab after selecting)





APPROPRIATION TRANSACTION
CITY OF KANSAS CITY, MISSOURI

DEPARTMENT: General Services

BUSINESS UNIT: KCMBU DATE: 12/20/2024 JOURNAL ID: \_\_\_\_\_

LEDGER GROUP: ADMIN BUDGET PERIOD: 2025

Table with 5 columns: FUND, DEPT ID, ACCOUNT, PROJECT, AMOUNT. It lists three entries for fund 2580, with total amount \$98,316.21.

TOTAL 195,903.49

DESCRIPTION:

Estimating revenue, total of \$195,903.49 in the General Grants Fund for three state and local cybersecurity grants from the US Department of Homeland Security passed through to the Missouri Department of Public Safety for cybersecurity investment to improve critical infrastructure and resilience of services that state and local governments provide to the community

APPROVED BY: DATE APPROVED BY: DEPARTMENT HEAD DATE



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**File #: 250033**

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RESOLUTION NO. 250033

Sponsor: Mayor Quinton Lucas

Directing the City Manager to submit the RAISE grant application for Troost Corridor from Truman Rd to Bannister Rd; directing city staff to maximize workforce development when submitting grant applications and include neighborhood/resident engagement in the process.

WHEREAS, the City Council recognized Vision Zero as the endorsed approach toward reaching this goal through Resolution No. 200019 in May 2020; and

WHEREAS, the Rebuilding American Infrastructure with Sustainability and Equity (RAISE) grant provides an opportunity to secure federal funding for transformative projects that promote safety, equity, and innovation; and

WHEREAS, the City Council is committed to implementing safe infrastructure improvements which advance sustainable transportation; NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the City Manager is directed to submit a grant application for Troost Ave Corridor from Truman Rd to Bannister Rd for the RAISE Grant; and maximize the percentage allowed for workforce development in this application and maximize the opportunity for neighborhood/resident empowerment and engagement and ensure that it is representative to the investment as the grant eligibility allows.

..end



# City of Kansas City, Missouri

## Docket Memo

Ordinance/Resolution #: 250033

Submitted Department/Preparer: Public Works

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

Resolution expressing support and matching funds for RAISE Grant. The grant being requested total of approximately \$21,000,000.00.

### Discussion

Troost Ave between Truman Rd and Bannister Rd is identified as one of the corridors with high crashes and a transit corridor. The City Council adopted the Vision Zero resolution 200019. Requesting supporting the resolution to apply for RAISE Grant for a total of \$21,00,000.00.

### Fiscal Impact

1. Is this legislation included in the adopted budget?  Yes  No
2. What is the funding source?  
N/A
3. How does the legislation affect the current fiscal year?  
It does not.
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.  
Yes, the City would need one-time matching fund for \$4,200,000.00.
5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?  
Potentially by improving the corridor and make it safe will reduce the crash related costs socially and economically.

**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)**

Click or tap here to enter text.

**Citywide Business Plan (CWBP) Impact**

1. View the [Adopted 2025-2029 Citywide Business Plan](#)
2. Which CWBP goal is most impacted by this legislation?  
Infrastructure and Accessibility (Press tab after selecting.)
3. Which objectives are impacted by this legislation (select all that apply):
  - Engage in thoughtful planning and redesign of existing road networks to ensure safety, access, and mobility of users of all ages and abilities.
  - Enhance the City's connectivity, resiliency, and equity through a better-connected multi-modal transportation system for all users.
  - Build on existing strengths while developing a comprehensive transportation plan for the future.
  - Develop environmentally sustainable infrastructure strategies that improve quality of life and foster economic growth.
  - Ensure adequate resources are provided for continued maintenance of existing infrastructure.
  - Focus on delivery of safe connections to schools.

**Prior Legislation**

Resolution 200019.

**Service Level Impacts**

This will enhance the service of city by providing safer walking, promoting people to walk and use transit system.

## Other Impacts

1. What will be the potential health impacts to any affected groups?  
Positive impacts to health as this project promotes safe walking. Use of transit will leverage the sustainability.
2. How have those groups been engaged and involved in the development of this ordinance?  
Public engagement was previously performed for two projects on this corridor. Additional, public engagement meetings have been scheduled and is the key for success.
3. How does this legislation contribute to a sustainable Kansas City?  
With safer walking and transit options connecting the City contribute to sustainable Kansas City.
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:  
This is a resolution.

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)



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**File #: 250034**

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ORDINANCE NO. 250034

Sponsor: Mayor Quinton Lucas

Amending Chapter 2, Administration, Article XV, Code of Ethics, by repealing and replacing Sections 2-2060, 2-2061, and 2-2062 to modify allowable business and travel expenses and provide the internal auditor authority to audit travel expenses of the office of the mayor and city council, and city departments.

WHEREAS, the City has a Code of Ethics in its Code of Ordinances; and

WHEREAS, the Code of Ethics provides for business and travel expenses of elected officials and city employees; and

WHEREAS, expense reimbursements must have a public purpose; and

WHEREAS, expenses reimbursements should be subject to audit by the city's internal auditor; NOW THEREFORE,

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That Chapter 2, Article XV, Code of Ethics, of the City of Kansas City is hereby amended by repealing Sections 2-2060, 2-2061, and 2-2062, and enacting in lieu thereof a new section of like number and subject matter to read as follows:

**Sec. 2-2060. Business expenses.**

(a) *Public purpose required.* The use of public funds is limited to public purposes, which may include appropriate city business expenses. City business expenses will differ from department to department and from official to official.

(b) *Recognized public purposes.* Participation in entities that encourage business and tourism in the city, encourage professional development of elected officials, officers and employees, and encourage other public activities and entertainment are appropriate public expenses. Sponsorship of an event may constitute a public purpose if such sponsorship is approved by the city manager. Expenditures for city purposes shall be deemed to include registration fees; transportation costs; lodging expenses; meals; alcoholic and non-alcoholic beverages; employee expense; office supplies and equipment; books and subscriptions; and

similar operational expenses. Listing examples of public purposes does not limit the possible activities that may constitute a public purpose.

(c) *Recognized non-public purposes.* Participation in political affairs or self-promotion by any elected official or employee is not a public purpose. Expenditures for city purposes exclude donations of money or goods to organizations unless authorized by ordinance; the purchase of advertising; personal lodging; personal meals; personal alcoholic and non-alcoholic beverages; personal entertainment; and any similar expense not directly related to conducting city business.

(d) *Commission guidance.* If in doubt concerning the expenditure of public money, officials or employees should consult with the commission.

**Sec. 2-2061. Council expense accounts.**

(a) *Reimbursement.* No councilmember shall seek or cause others to seek reimbursement from city funds in a manner inconsistent with sound financial procedures.

(b) *Sound financial procedures defined.* For purposes of this section, sound financial procedures shall require that:

- (1) *Reconciliation of prior expenses required.* No councilmember shall be eligible for expenditure from council or mayor expense accounts unless prior expenses are reconciled.
- (2) *Receipts or statement of expenses required.* No councilmember shall seek reimbursement unless receipts are provided therefor, or in lieu of receipts, the councilmember signs a statement verifying the amount expended, the date of expenditure, the purpose of the expenditure, and the place such funds were expended.
- (3) *Limited to city business.* No councilmember shall seek or receive reimbursement for any expenditure other than those incurred by such councilmember and related to city business. City business expenses must facilitate the carrying out of a councilmember's duties as an elected official and shall include, but not be limited to:
  - a. Hosting community forums, including providing food and beverages; and
  - b. Purchasing appreciation gifts for service to the city; and
  - c. Providing supplies to organizations for distribution to citizens in need; and
  - d. Contributing funds to a community service, such as dumpster rental; and
  - e. Professional development related to the official's duties; and



f. Sponsorship of a community event.

Reimbursement of any funds for political or personal purposes is prohibited.

- (4) *Communications equipment.* No councilmember shall seek reimbursement for use of any communication equipment except for city business. "Communication equipment" shall include personal computers with communication capability, modems, fax machines, cellular telephones, radio equipment with telecommunication capability, mobile data terminals and related software.

(c) *Consent to paycheck deductions.* To be eligible for travel advances councilmembers will execute their consent to paycheck deduction in accordance with this section for the recovery of advances not properly reconciled as required by this section.

(d) *Deadline for reconciliation.* Expenses shall be reconciled within 30 days of incurring the expense, or the completion of travel, whichever is later.

(e) *Role of the internal auditor.*

- (1) *Quarterly review.* In order to affirm the fiduciary relationship of the council members to the expenditure of public funds, the internal auditor shall quarterly review all reimbursements to the council and mayor. A written summary report will be provided by the internal auditor to the councilmembers within 30 days of the end of each quarterly review period.
- (2) *Additional reviews authorized.* The internal auditor shall also have the authority to review other expenditures authorized by the mayor or council members on the internal auditor's own initiative or at the request of the mayor or mayor pro tem.

(f) *Sanctions.*

- (1) *Prosecution and other actions.* Unless otherwise provided, the provisions of this section shall be subject to the penalty and sanctions provided in division 10 of this article subject to the determination by the ethics commission as set forth in that division.
- (2) *Failure to reconcile expenses.*
- a. *No prosecution.* A violation of subsection (d) shall not result in prosecution under section 2-2100.
- b. *Automatic deduction from councilmember's paycheck.*
1. *Notice by the internal auditor.* The internal auditor shall inform the mayor and mayor pro tem of a failure to comply with subsection (d).

2. *Mayor pro tem to direct withholding of pay.* Within seven calendar days the mayor pro tem shall direct that the amount of any advance received by the mayor or council member that is not reconciled within the terms of subsection (d) shall be deducted from the mayor's or council member's next paycheck consistent with the policy and practices of the finance department. An advance that exceeds the net amount of a paycheck shall be spread over two or more pay periods until the advance is recovered.
3. *Reconciliation of expenses not precluded.* The mayor or council member may reconcile their expenses in accordance with this section and the policy and practices of the finance department after the recovery of the expense advance.

(g) *Preclusion of travel advances.* Nothing in this code of ethics precludes the mayor or the mayor pro tem for the members of the city council from establishing a policy that denies travel advances to the mayor or members of the city council and their staffs.

**Sec. 2-2062. Travel and other expenses.**

(a) *Travel expenses—All officials and employees.*

- (1) *Report required.* An official or employee traveling on business for the city shall report all expenses incurred by the city for every business trip.
- (2) *Third party expenses.* When expenses for an official or employee are incurred by a person other than that official or employee, the reimbursement request will clearly state by whom the additional expenses were incurred.
- (3) *Maintenance of reports.* These reports shall be maintained by each department or office. The mayor's office shall maintain reports for the mayor and all employees of that office. The mayor pro tem shall maintain reports for the members of the council and all employees of the council.
- (4) *Reconciliation of advances.*
  - a. *Deadline for reconciliation.* Expenses shall be reconciled within 30 days of incurring the expense, or the completion of travel, whichever is later. The director of finance is authorized to reduce this period through the director's manual of instructions applicable to all employees.
  - b. *Consent to paycheck deductions.* To be eligible for travel advances, an official or employee will execute their consent to paycheck deduction in accordance with this section for the recovery of advances not properly reconciled as required by this section.

- c. *Automatic deduction from paycheck.* Within seven calendar days after the reconciliation is due, the director of finance shall notify the delinquent public official, including an employee, that the amount of any advance received by the official or employee that is not reconciled within seven days shall be deducted from the next or following paycheck depending upon administrative ability of the finance department to provide for the deduction, consistent with the policy and practices of the finance department. An advance that exceeds the net amount of a paycheck shall be spread over two or more pay periods until the advance is recovered based upon a plan authorized by the director of finance.
  - d. *Reconciliation of expenses not precluded.* The official or employee may reconcile their expenses in accordance with this section and the policy and practices of the finance department after the recovery of the expense advance.
- (5) *Preclusion of travel advances.* Nothing in this code of ethics precludes the city manager or any department director from establishing a policy that denies travel advances to any or all officials or employees.

(b) *Department expenses incurred for mayor and council members.* When a city department, other than the office of the mayor or the city council office, incurs any expense, the benefit of which goes to a councilmember, whether reimbursed to another or paid directly by the department, a report will be forwarded by that department to the internal auditor within ten days of incurring the expense. The internal auditor shall retain authority to audit travel reimbursements of the office of mayor and city council, and city departments.

..end

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Approved as to form:

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Katherine Chandler  
Senior Associate City Attorney



# City of Kansas City, Missouri

## Docket Memo

Ordinance/Resolution #: 250034

Submitted Department/Preparer: Law

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, Administration, Article XV, Code of Ethics, by repealing and replacing Sections 2-2060, 2-2061, and 2-2062 to modify allowable business and travel expenses and provide the internal auditor authority to audit travel expenses of the office of the mayor and city council, and city departments.

### Discussion

Expanding and clarifying the definitions of public expenses and non-public expenses for the purpose of identifying allowable business expenses. Specifying that the City auditor may audit travel expenses of City officials and departments.

### Fiscal Impact

1. Is this legislation included in the adopted budget?  Yes  No
2. What is the funding source?  
N/A
3. How does the legislation affect the current fiscal year?  
No fiscal impact.
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.  
No.
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)**

Click or tap here to enter text.

**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**

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:

No contracts or goal-applicable services involved

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)



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**File #: 250035**

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ORDINANCE NO. 250035

Sponsor: Mayor Quinton Lucas

Authorizing the City Manager to enter into a two (2) year agreement or an amendment commencing on May 1, 2025, with a one (1) year option to renew by the City with the Convention and Visitors Bureau of Greater Kansas City, Inc., d/b/a Visit KC, to provide services for the promotion of convention and tourism business within Kansas City; and funding for the agreement to be appropriated based upon estimated Fiscal Year 2025-2026 Adopted Budget Hotel/Motel revenue collections.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the City Manager is hereby authorized to enter into a two (2) year agreement or an amendment with a one (1) year option to renew by the City with the Convention and Visitors Bureau of Greater Kansas City, Inc., d/b/a Visit KC, for the promotion of convention and tourism business within Kansas City for its economic betterment with funding for the agreement to be appropriated based upon estimated Fiscal Year 2025-2026 Adopted Budget Hotel/Motel revenue collection.

..end

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Approved as to form:

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Lana K. Torczon  
Senior Associate City Attorney

No  
Docket  
Memo  
Provided  
For  
Ordinance  
250035





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**File #: 241074**

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ORDINANCE NO. 241074

Sponsor: Councilmember Melissa Robinson

Amending various sections of Chapter 2, Code of Ordinances, Administration, and Chapter 38, Code of Ordinance, Civil Rights, to include persons with criminal histories in the classes of persons who may be aggrieved by alleged discrimination or unlawful practices under the City's Code of Ordinances, in order to combat the long-term impacts of incarceration.

WHEREAS, currently the classes of persons protected by the City's Code of Ordinances from unlawful discrimination include those persons aggrieved by alleged discrimination or unlawful practices due to their race, color, sex, religion, national origin or ancestry, disability, sexual orientation, gender identity, age, or source of income; and

WHEREAS, people with criminal histories often suffer from discrimination and as a result, struggle in many areas of life including employment, housing, and education; and

WHEREAS, in order to combat the long-term impacts of incarceration, it is the desire of the City to include persons with criminal histories in the classes of persons who may be aggrieved by alleged discrimination and/or unlawful practices; and

WHEREAS, on February 1, 2018, the City Council passed Committee Substitute for Ordinance No. 180034, which, among other things, prohibits discrimination against an applicant for employment based on the applicant's criminal history; and

WHEREAS, on January 25, 2024, the City Council passed Committee Substitute for Ordinance No. 231019, which, among other things, prohibits discrimination against an applicant for housing based solely on the applicant's prior convictions or arrests; and

WHEREAS, consistent with the City's previous efforts to combat the long-term impacts of incarceration, it is the desire of the City to take further steps to prohibit the unlawful discrimination against people with criminal histories; NOW, THEREFORE,

**BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:**

Section 1. That Chapter 2, Code of Ordinance of Kansas City, Missouri, is hereby amended by repealing Sections 2-364, 2-366, 2-367, and 2-1115, and enacting in lieu thereof new sections of like number and subject matter to read as follows:

**Sec. 2-364. Equal employment opportunity policy.**

(a) It is the policy of the city that all persons regardless of race, religion, color, sex (including pregnancy), national origin, ancestry, age (over 40), disability, marital status, genetic information, gender identity, sexual orientation, or criminal history status shall have an equal opportunity of employment including: recruitment, hiring, training, benefits, transfers, layoff, demotions, terminations, compensation, and any other terms or conditions of employment.

(b) It is the policy of the city that discrimination directed at or harassment of employees based on race, religion, color, sex (including pregnancy), national origin, ancestry, age (over 40), disability, marital status, genetic information, gender identity, sexual orientation, or criminal history status will not be tolerated in the workplace and is hereby prohibited. The director of human resources shall maintain a policy against inappropriate conduct that could lead to or be perceived as discrimination and harassment, including where such conduct may be reported.

(c) All city employees shall be notified of the city's equal opportunity/diversity program and the city's EEO policy.

(d) It is the policy of the city that retaliation against any person because that individual made a report, testified, assisted or participated in any manner in an investigation under the city's EEO policy or opposed any practice prohibited by the city's EEO policy is prohibited and will not be tolerated in the city workplace and is hereby prohibited. The director of human resources shall implement a policy against inappropriate conduct that is retaliatory as defined by this section, including where such conduct may be reported.

(e) Inappropriate sexual activity in the workplace, even between consenting adults, is prohibited and will not be tolerated in the city workplace.

(f) The city's EEO policy is designed to correct and prevent inappropriate conduct that could lead to or be perceived as discrimination, harassment or retaliation based on one or more protected categories listed in section (a), regardless of whether such conduct violates any law. A finding of violation of the city's EEO policy should not be considered a finding by the city that any state or federal law has been violated.

(g) For the purposes of this section, it shall not be a violation for the city to:

- (1) Base a hiring or promotional decision on an applicant's criminal history or sentence related thereto, if the director of human resources can demonstrate that the employment-related decision was based on all information available including consideration of the frequency, recentness and severity of a criminal record and that the record was reasonably related to the duties and responsibilities of the position.
- (2) Exclude an applicant with certain criminal convictions from employment due to local, state or federal law or regulation.

**Sec. 2-366. Responsibility for equal employment opportunity/diversity program.**

The director of human resources, through the office of equal employment opportunity/diversity will be responsible for the development and administration of a comprehensive equal employment opportunity/diversity program. This office shall be responsible for the following functions:

- (1) Encourage and promote programs for underrepresented groups that involve them at all levels of city employment.
- (2) Formulate the city equal employment opportunity/diversity program, procedures and problem identification for each department. In this regard, the office will work with the department director or their designee to establish individual department policy.
- (3) Design and implement monitoring and reporting systems to measure the effectiveness of the city's equal employment opportunity/diversity program.
- (4) Design and implement a system internally to mediate and/or resolve employee complaints of EEO policy violations.
- (5) Attempt to ensure that all persons are accorded equal employment opportunities by city departments.
- (6) Develop programs and policies that create an atmosphere in city government that values diversity and equal treatment regardless of race, religion, color, ancestry, sex (including pregnancy), national origin, age (over 40), disability, marital status, genetic information, gender identity, sexual orientation, or criminal history status.
- (7) Accumulate and evaluate data from all departments to attempt to ensure appropriate employment opportunities for underrepresented groups in all job classifications of the city.
- (8) Mediate/conciliate employee complaints filed under section 2-367 of this article.

**Sec. 2-367. Reports and complaints.**

(a) The city's EEO office will oversee and keep records on the enforcement of the city's EEO policy.

(b) Any employee who believes they have been discriminated against or harassed because of their race, religion, color, sex (including pregnancy), national origin, ancestry, age (over 40), disability, marital status, genetic information, gender identity, sexual orientation, or criminal history status, or who believes that another person has violated the city's EEO policy, or who believes they or someone else is being retaliated against because they made a complaint or

report or testified, assisted or participated in any manner in an investigation under the city's EEO policy or opposed any practice prohibited by the city's EEO policy must submit a report or complaint with the city's EEO office and provide enough information that the allegations can be evaluated and, when warranted, investigated.

(c) Employees are required to promptly report reasonably suspected violations of the city's EEO policy. Complaints or reports of reasonably suspected violations of the city's EEO policy shall be filed immediately, and in any event shall be filed no later than 300 days from the last act of discrimination, harassment, or retaliation, unless good cause for delaying the complaint is shown as determined by the human resources director. In addition to good cause, alleged violations occurring more than 300 days prior to reporting may be investigated if they are part of a continuing violation of the city's EEO policy. Any supervisory employee who receives a report or complaint or who observes or otherwise becomes aware of any reasonably suspected conduct that may violate the city's EEO policy shall report it to the city's EEO office within 48 hours of being put on notice of the conduct. Supervisory employees may not report to any other party, except the city EEO office and reporting to any other party is prohibited and shall not be considered compliance with the reporting requirements of this section.

(d) During the period beginning with the filing of such complaint or report, the city's EEO office may recommend conciliation/mediation to seek to resolve the complaint or report.

(e) Investigations of complaints or reports of a reasonably suspected violation of the city's EEO policy. Upon receiving a complaint or report, the human resources director shall immediately take whatever action is necessary to protect the person making the complaint or submitting the report from any continued or additional inappropriate conduct and from retaliatory acts. The city's EEO office will conduct an initial inquiry into the complaint or report to determine if the complaint or report warrants further investigation. If further investigation is required, the city's EEO office will investigate the complaint or report. Those assigned to investigate complaints and reports will prepare a finding of facts and present these findings to a committee made up of the director of human resources or designee, assistant city manager, and chief equity officer. This committee will review the findings of fact and issue a determination. If it is found that a violation of the city's EEO policy has occurred, the committee will recommend corrective or disciplinary action to the human resources director in an effort to end or to prevent the recurrence of any violations of the city's EEO policy. The human resources director shall not issue corrective or disciplinary measures that would conflict with the committee recommendation without city manager approval.

(f) Complaints to outside agencies. City employees may submit complaints of discrimination, harassment and retaliation to the equal employment opportunity commission or the Missouri Commission on Human Rights in accordance with the procedures and limitations applicable to those agencies. In the event an employee files a complaint alleging the same act or practice with an outside agency, the city's EEO office shall continue its investigation. In the event an employee elects to file a complaint only with an outside agency, the city's EEO office will defer to the outside agency to conduct the investigation.

**Sec. 2-1115. Reduction in force; layoffs.**

A department head may separate any employee without prejudice because of lack of funds or curtailment of work, after giving notice of at least ten working days to such employee. However, no regular employee shall be separated from the affected department while there are employees serving in essentially the same job class/title under the following areas of employment in the following order:

- (1) Temporary service agencies;
- (2) Seasonal;
- (3) Limited term contracts;
- (4) Limited term merits;
- (5) Initial probationary period;
- (6) Employees on special performance rating periods;
- (7) Provisional;
- (8) Part-time.

Whenever a classified position is abolished or a reduction in force becomes necessary, layoffs shall be accomplished in the following manner:

- (1) For all classified positions:
  - a. Affected employees considered non-exempt from certain overtime provisions of the Fair Labor Standards Act will be laid off in that department in inverse order of their total continuous city service within the same job classification, in accordance with the current pay ordinance, unless one or more criteria established by the director of human resources is present.
  - b. Affected employees considered exempt from certain overtime provisions of the Fair Labor Standards Act shall be subject to layoff in that department in inverse order of total continuous city service within the same job classification, in accordance with the current pay ordinance, unless one or more criteria established by the director of human resources is present.
- (2) Transfer, demotion or promotion in lieu of layoff. Whenever employees are to be laid off, the human resources director may transfer, demote or promote an employee to another vacant position in the city in order of total continuous city service providing that:

- a. Positions are authorized, budgeted, and the city intends to fill the vacancies.
  - b. Employee meets qualifications of the new position as determined by the human resources director.
  - c. The department director agrees to place the employee in the vacant position.
- (3) Salary adjustments upon demotion. The city manager has the authority to determine whether:
- a. The employees salary will be adjusted in accordance with the pay ordinance in effect; or
  - b. In the event of a demotion, the salary of an affected employee may be stabilized for a period not to exceed three months. However, after this period, the employees salary will be reduced consistent with the pay ordinance in effect.
- (4) Procedures. The Human Resources Director may waive any of the above provisions and implement the following as it relates to:
- a. Any department with a vacancy must accept an affected employee who has been certified and is qualified for the vacancy.
  - b. If an affected employee refuses the position offered, it will be the employee's responsibility to compete for other positions within the city system through the established competitive process.
  - c. The human resources department may coordinate outplacement assistance for those associates who leave the organization.
  - d. Decisions for layoff must be approved by the human resources director. An employee may file a written appeal to the city manager or designee to determine if the layoff was in compliance with the ordinance in effect. This appeal must be filed within ten calendar days of the effective date of action.
- (5) Within their authority, the city manager shall be authorized to develop and enter into severance agreements with displaced employees. Employees who receive severance pay shall not be eligible for reemployment with the city for one year from the effective date of their termination. In special circumstances, where an individual possesses specialized knowledge, skills and/or abilities needed by the city, upon written request by the hiring department, the director of human

resources may waive the prohibition against an employee being reemployed by the city prior to the expiration of the 12-month period.

- (6) Nondiscrimination in reduction in force. Layoffs and demotions which result from a reduction in force shall be made without regard to an employee's race, color, religion, national origin or ancestry, gender, sexual orientation, age, marital status, disability, or criminal history status.
- (7) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County and Municipal Employees, employees will be laid off in accordance with the provisions of the memorandum of understanding.
- (8) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 42-International Association of Fire Fighters, employees will be laid off in accordance with the provisions of the memorandum of understanding.
- (9) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 3808—International Association of Fire Fighters, employees will be laid off in accordance with the provisions of the memorandum of understanding.

Section 2. That Chapter 38, Code of Ordinances of Kansas City, Missouri, is hereby amended by repealing Sections 38-107, 38-109, and 38-113, and enacting in lieu thereof new sections of like number and subject matter to read as follows:

**Sec. 38-107. Discrimination in commercial real estate loans.**

It shall be unlawful for any bank, building and loan association, insurance company or other corporation, association, firm or enterprise whose business consists in whole or in part in the making of commercial real estate loans, to deny a loan or other financial assistance because of race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity, handicap, criminal history status or familial status to a person applying therefor for the purpose of purchasing, construction, improving, repairing or maintaining a dwelling, or to discriminate against them in fixing the amount, interest rate, duration or other terms or conditions of such loan or other financial assistance, because of the race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity, handicap, criminal history status or familial status of such person or of any person associated with them in connection with such loan or other financial assistance, or of the present or prospective owners, lessees, tenants or occupants, of the dwellings in relation to which such loan or other financial assistance is to be made or given.

**Sec. 38-109. Discrimination in the provision of brokerage services.**

It shall be unlawful for any person to deny any other person right to membership or participation in any multiple listing service, real estate brokers' organization or other service,

organization or facility relating to the business of selling or renting dwellings, or to discriminate against any person in terms or conditions of such access, membership or participation, on the account of race, color, religion, national origin, sex, sexual orientation, gender identity, disability, marital status, familial status or criminal history status.

**Sec. 38-113. Discriminatory accommodation practices.**

(a) It shall be a discriminatory accommodation practice for any owner, agent or employee of any place of public accommodation, directly or indirectly, to refuse, withhold from or deny to any person any of the accommodations mentioned in this chapter or to discriminate against any person in the furnishing thereof on account of race, religion, color, ancestry, national origin, sex, marital status, familial status, disability, sexual orientation, gender identity, or criminal history status of such person, or directly or indirectly public, circulate or display any written or printed communication, notice or advertisement to the effect that any of the accommodations or the facilities of such place of public accommodation will be refused, withheld from or denied to any person on account of race, religion, color, ancestry, national origin, sex, disability, marital status, familial status, sexual orientation, gender identity, or criminal history status, or that, for such reasons, the patronage or custom of any person described in this section is unwelcome or objectionable or not acceptable to such place.

(b) It shall be a discriminatory accommodation practice for any owner, agent, operator or employee of a business or facility within a redevelopment area to use a prohibited dress code as defined in section 38-1, directly or indirectly, to refuse, withhold from or deny to any person any of the accommodations mentioned in this chapter or to discriminate against any person in the furnishing thereof on account of race, religion, color, ancestry, national origin, sex, marital status, familial status, disability, sexual orientation, gender identity, or criminal history status of such person. Any dress code enforced in a redevelopment area or in any establishment within such area must be posted in accordance with the requirements of section 10-331(d), and must contain the phone number of the city's civil rights and equal opportunity department and a phone number of a representative of the establishment who is available to respond to complaints regarding the enforcement of the dress code during all hours when the establishment is open or such dress code is in effect. Any such dress code shall list all prohibited items of dress. Notwithstanding the foregoing, nothing herein shall be construed as prohibiting:

- (1) Any owner or operator of a business or facility within a redevelopment area from establishing an employee dress code or requiring that an employee abide by the employee dress code while at work.
- (2) Any owner, agent, operator or employee of a business or facility within a redevelopment area from affirmatively requiring the wearing of specified articles of clothing, which may include collared shirts and ties, sports jackets, business suits, business casual, formal clothing or smart casual clothing in keeping with the ambiance and quality of the particular business or facility and formal footwear, so long as the requirements are enforced with regard to each and every patron, regardless of race, religion, color, ancestry, national origin, sex, marital status,



familial status, disability, sexual orientation, gender identity, or criminal history status.

..end

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Approved as to form:

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Julian Langenkamp  
Assistant City Attorney



# City of Kansas City, Missouri

## Docket Memo

Ordinance/Resolution #: 241074

Submitted Department/Preparer: CREO

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 various sections of Chapter 2, Code of Ordinances, Administration, and Chapter 38, Code of Ordinance, Civil Rights, to include persons with criminal histories in the classes of persons who may be aggrieved by alleged discrimination or unlawful practices under the City's Code of Ordinances, in order to combat the long-term impacts of incarceration. d out of any monetary recover (after expenses). This ordinance does not encumber or appropriate funds.

### Discussion

The city has policies in place to ensure equal job opportunities for everyone, regardless of race, gender, age, disability, or other protected statuses. These policies cover all aspects of employment, including hiring, promotions, and benefits, while also preventing discrimination, harassment, and retaliation. The city's Equal Employment Opportunity (EEO) office manages these policies, promotes diversity, and investigates any complaints or violations. They also work to create programs that help underrepresented groups and assess how well these programs are working. Lastly, when layoffs happen, the city makes sure they are done fairly, without discrimination based on personal characteristics.

### Fiscal Impact

1. Is this legislation included in the adopted budget?  Yes  No
2. What is the funding source?  
N/A.
3. How does the legislation affect the current fiscal year?  
N/A
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.  
N/A

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)**

Click or tap here to enter text.

**Citywide Business Plan (CWBP) Impact**

1. View the [Adopted 2025-2029 Citywide Business Plan](#)
2. Which CWBP goal is most impacted by this legislation?  
Infrastructure and Accessibility (Press tab after selecting.)
3. Which objectives are impacted by this legislation (select all that apply):
- Engage in thoughtful planning and redesign of existing road networks to ensure safety, access, and mobility of users of all ages and abilities.
  - Enhance the City's connectivity, resiliency, and equity through a better-connected multi-modal transportation system for all users.
  - Build on existing strengths while developing a comprehensive transportation plan for the future.
  - Develop environmentally sustainable infrastructure strategies that improve quality of life and foster economic growth.
  - Ensure adequate resources are provided for continued maintenance of existing infrastructure.
  - Focus on delivery of safe connections to schools.

**Prior Legislation**

Ordinance No. 180034  
Ordinance No. 231019

## Service Level Impacts

Click or tap here to enter text.

## Other Impacts

1. What will be the potential health impacts to any affected groups?  
Not applicable.

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?  
Not applicable.

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.

Please Select (Press tab after selecting)

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)