



Legislation Details (With Text)

File #: 250210 **Version:** 1 **Name:**
Type: Resolution **Status:** Passed
File created: 2/27/2025 **In control:** Council
On agenda: 3/6/2025 **Final action:** 3/6/2025
Title: Sponsor: Mayor Pro Tem Ryana Parks-Shaw

RESOLUTION - Directing the City Manager to expedite the hiring process for qualified federal employees applying for vacant City positions and to implement certain streamlining procedures.

Sponsors: Ryana Parks-Shaw, Eric Bunch

Indexes:

Code sections:

Attachments: 1. Docket Memo 250210, 2. Authenticated Resolution 250210

Date	Ver.	Action By	Action	Result
3/6/2025	1	Council	Adopted	Pass
3/4/2025	1	Neighborhood Planning and Development Committee	Immediate Adoption	Pass
2/27/2025	1	Council	referred	

RESOLUTION NO. 250210

Sponsor: Mayor Pro Tem Ryana Parks-Shaw

RESOLUTION - Directing the City Manager to expedite the hiring process for qualified federal employees applying for vacant City positions and to implement certain streamlining procedures.

WHEREAS, the City of Kansas City, Missouri is committed to providing high quality services to its residents, businesses, and visitors; and

WHEREAS, the City is currently experiencing a significant number of unfilled positions across multiple departments, which has created operational challenges and delays in services delivery; and

WHEREAS, prolonged vacancies in critical roles, including public safety, public works, health services, and administrative functions, have placed additional burdens on existing staff and reduced the City’s ability to effectively meet community needs; and

WHEREAS, federal employees possess a wealth of experience, specialized knowledge, and professional skills that align with the needs of municipal government, making them strong candidates for vacant City positions; and

WHEREAS, recent workforce reductions, agency closures, or restructuring at the federal level may result in an increased number of experienced federal employees seeking local government employee opportunities; and

WHEREAS, expediting the hiring process for qualified federal employees will allow the City to fill vacancies more quickly, improve operational efficiency, and enhance service delivery for the residents of Kansas City; and

WHEREAS, it is in the best interest of the City to remove unnecessary delays and streamline the hiring process for qualified candidates while ensuring transparency, fairness, and compliance with applicable employment laws; NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the City Manager is hereby directed to take all necessary steps to expedite the hiring process for any qualified federal employee applying for a vacant City position, ensuring that their applications are reviewed and processed with urgency.

Section 2. That the City Manager shall implement streamlined procedures for federal employees, including but not limited to:

- (a) Expedited application review and interview scheduling; and
- (b) Recognition of equivalent federal experience for meeting job qualifications; and
- (c) Prioritization of eligible federal employees in applicant pools for positions matching their expertise.

Section 3. The City Manager shall report to the City Council within 60 days of the adoption of this resolution on the implementation of these expedited hiring processes and provide quarterly updates thereafter.
