



Legislation Text

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RESOLUTION NO. 220617

Directing the City Manager to identify certain City employees that did not receive back pay under the current Collective Bargaining Agreement with Local 500 of the American Federation of State, County and Municipal Employees, AFL- CIO, the amount of backpay each of those employees would have received but for their promotion or other pay increase, and a source of funds to make payments to such employees in those amounts; and to prepare an ordinance for consideration by Council within 30 days.

WHEREAS, on April 28, 2022 by Ordinance No. 220382, the Council adopted the Collective Bargaining Agreement (CBA) with Local 500 of the American Federation of State, County and Municipal Employees, AFL- CIO (Local 500) and authorized execution of the same; and

WHEREAS, the CBA provides covered employees merit pay increases, which are to be received on their anniversary date and awarded retroactively for pay anniversary dates that occurred in Fiscal Year 2021-22; and

WHEREAS, employees who were promoted or otherwise received a pay increase during Fiscal Year 2021-22 did not have a pay anniversary date in Fiscal Year 2021-22; and

WHEREAS, representatives of Local 500 have now approached the City to discuss backpay of the merit pay increases for employees who do not have a pay anniversary date; NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the City Manager is directed to identify which City employees represented by Local 500 were promoted or otherwise received an increase in their pay and, as a result, did not receive backpay under the current CBA and identify the amount each of those employees would have received but for their promotion or other pay increase.

Section 2. That the City Manager is directed to identify a source of funds to make payments in those amounts identified under Section 1 to the Local 500 employees who were promoted or otherwise received an increase in their pay and, as a result, did not receive backpay under the current CBA, and prepare an ordinance to be considered by Council within 30 days to make payments in the identified amounts to such employees.