File #: 250856, **Version:** 2

[COMMITTEE SUBSTITUTE FOR] ORDINANCE NO. 250856

Sponsor: Director of Human Resources Department
COMMITTEE SUBSTITUTE

Directing the City Auditor to complete a wage disparity study.

WHEREAS, the City last conducted a wage disparity study in 2020 and has committed to future studies to ensure pay discrepancies are mitigated; and

WHEREAS, repeated wage disparity studies are essential to maintaining equitable compensation practices across City departments and classifications; and

WHERAS, the City Auditor is mandated by Charter and professional practice to conduct an independent, objective, and comprehensive analysis of wage disparities within City government; NOW, THEREFORE,

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the City Auditor is hereby directed to complete a comprehensive wage disparity study examining compensation across all City departments, classifications, and employee demographics to identify and analyze any pay discrepancies that may exist.

Section 2. That the City Auditor shall present the findings and any recommendations of the wage disparity study to the City Council within one hundred and eighty (180) days of the effective date of this ordinance.

Approved as to form:

Katherine Chandler
Senior Associate City Attorney