



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: 230867

Submitted Department/Preparer: City Manager's Office

Revised 8/3/23

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, Code of Ordinances, by adding a new Section 2-2006, General Code of Conduct, defining and prohibiting workplace discrimination and harassment.

Discussion

This ordinance addresses those who are not covered by the City's EEO Policy (elected/appointed officials; board appointees, etc.) and potential violations will be reviewed by the Ethics Commission.

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?
This Legislation does not have an apparent fiscal impact.
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.
This Legislation does not have a fiscal impact.
5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?
This Legislation does not have a fiscal impact.

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 Legislation does not have a fiscal impact.

Citywide Business Plan (CWBP) Impact

1. View the [FY23 Citywide Business Plan](#)
2. Which CWBP goal is most impacted by this legislation?
Finance and Governance
3. Which objectives are impacted by this legislation (select all that apply):
 - Reform the City's economic incentives to meet the policy objectives of the City Council
 - Ensure the resiliency of City government
 - Engage in workforce planning including employee recruitment, development, retention, and engagement
 - Ensure a responsive, representative, engaged, and transparent City government

Prior Legislation

N/A

Service Level Impacts

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. Department staff certifies the submission of any applicable Affirmative Action Plans or Certificates of Compliance, Contractor Utilization Plans (CUPs), Non-Discrimination documents, and Letters of Intent to Subcontract (LOIs) to CREO prior to the legislation entry request in Legistar.

No - CREO's Reviews are not applicable.

5. Does this legislation seek to approve a contract resulting from an Invitation for Bid?

No

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

No