

It is unlawful for anyone to sign any initiative petition with any name other than his or her own, or knowingly to sign his or her name more than once for the same measure for the same election, or sign a petition when such person knows he or she is not a registered voter, or encourage anyone to do so.

PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

To: Mayor and Council City of Kansas City, Missouri &
 The Honorable Marilyn Sanders
 City Clerk of Kansas City, Missouri
 25th Floor, City Hall
 414 East 12th Street
 Kansas City, Missouri 64106

Phone: (816) 513-3360
 Fax: (816) 513-3353
 E-mail: Mayilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

The following five electors of the City, as the Committee of Petitioners, shall be regarded as filing the Petition:

<u>Rev. Samuel E. Mann</u>	<u>3665 Harrison Blvd, Kansas City, MO 64109</u>
<u>Lloyd Fields</u>	<u>7500 E. 110th Street, Kansas City, MO 64134</u>
<u>Rodney Williams</u>	<u>1104 W. 101st Terrace Apt. C, Kansas City, MO 64114</u>
<u>Tex Sample</u>	<u>4219 N. Jarboe CT., Kansas City, MO 64116</u>
<u>Wallace S. Hartsfield</u>	<u>2843 Benton Blvd., Kansas City, MO 64128</u>

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
 County of Jackson)

Curtis A. Wood III, being duly sworn, under oath state that the following person, to wit:
 Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
	4/2/15	5728 FOREST AVE	64110	Karen Briggsby
	4-7-15			Jolene E. Davis
	4-7-15	1705 E. 59 th Terrace	64110	Rochelle D. Slaughter
	4-7-15	1705 E 59 th TERR	E-3.	EDDIE S. SLAUGHTER
	4-7-15	1827 E. 59 th ST	64130	Cheryl Harris
	4-7-15	6021 Brooklyn	64130	Ralph W. Phillip
	4/7/15	5810 PASCO KCMO	64110	MICHAEL E. ALDRIDGE
	4/7/15	1708 E 60 th St KCMO	64110	Paula L. WATKINS
	4/2/15	5710 E 39 th Broadway	64030	DeAngela Hall

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Circulator's Signature

Subscribed and sworn to before me this 7th day of April, 2015

(NOTARY PUBLIC)

PAMELA C. McDONALD
 Notary Public - Notary Seal
 STATE OF MISSOURI
 Jackson County
 [SEAL] My Commission Expires: 5/22/2017
 Commission # 13504912

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

WHEREAS, an increase in the minimum wage paid to employees could potentially increase workplace productivity, save costs through reduced employee turnover, boost income for families, restore work/family balance, enhance the local tax base, and reduce certain health care costs; and

WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNSEL:

SECTION 1 - AUTHORITY.

This Ordinance is enacted pursuant to its general police powers and the authority to provide for the general health and welfare of its citizens as established by the Missouri Constitution, Article VI, Section 19(a), giving a charter city all powers which are consistent with the Missouri Constitution and that are not limited or denied by the City of Kansas City, Missouri Charter or by statute.

SECTION 2 - DEFINITIONS.

A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

(5) Any employee that is the parent, spouse, child or other member of the employer's immediate family; for purposes of this subsection, the employer shall include the principal stockholder of a family corporation;

(6) Interns working for a business for academic credit in connection with a course of study at an accredited school, college or university; and

(7) Persons working for a business in connection with a court-ordered community service program.

SECTION 4 - FINDINGS.

A. The City Council finds that the public welfare, health, safety and prosperity of citizens of the City of Kansas City, Missouri requires that citizens be paid a living wage sufficient to ensure a decent and healthy life;

B. The City Council finds that establishing a mandatory minimum hourly wage will promote the public welfare, health, safety and prosperity by ensuring that citizens can better support and care for their families through their own efforts;

C. The City Council finds that when businesses do not pay adequate wages, the community bears the cost in the form of increased demand for taxpayer-funded social services;

D. The City Council finds that it is in the public interest to require that employers benefiting from the opportunity to do business in the City of Kansas City, Missouri pay employees a living wage that is adequate to meet the basic needs of living in the City of Kansas City, Missouri.

SECTION 5 - LIVING WAGE PAYMENT REQUIREMENTS.

A. Except as provided in subsection B, the living wage paid to an employee not excluded as set forth above, shall be ten dollars (\$10.00) per hour, effective September 1, 2015. Beginning September 1, 2017, the living wage shall be increased by \$1.25 each year thereafter for the next four years. The City of Kansas City, Missouri shall post the living wage established by this Ordinance on its website after this Ordinance becomes effective and at least ninety (90) days prior to each adjustment of the living wage.

B. An employee who customarily and regularly receives more than thirty dollars (\$30.00) a month in tips and/or commissions shall be paid at least a base wage equivalent to sixty percent of the living wage established by this Ordinance. Initially the base wage rate shall be six dollars (\$6.00). That wage will increase simultaneously and proportionately with each living wage increase. The employer may consider tips and commissions as part of wages, but the tips and commissions combined with the employer's payment of wages to the employee shall not equal less than the living wage as provided in subsection A of this section. In the event an employee earns insufficient

SECTION 10 - NOTICE POSTING.

Any holder of a City of Kansas City, Missouri business license shall, as a condition of obtaining or holding a business license, post and display in a prominent location next to its business license a notice that the business is in compliance with the provisions of this Ordinance and shall include the text of Sections 3 and 5 of this Ordinance. Failure to comply with this Section shall be construed as a violation of this Ordinance and, in addition, shall be considered grounds for suspension, revocation, or termination of the business license.

SECTION 11 - PROCEDURE.

A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

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To: Mayor and Council City of Kansas City, Missouri &
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<u>Rev. Samuel E. Mann</u>	<u>3665 Harrison Blvd, Kansas City, MO 64109</u>
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Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

I, Andree Smith, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>[Signature]</u>	<u>4/7</u>	<u>5730 S BENTON AVE</u>	<u>64130</u>	<u>Victor Palmer</u>
<u>[Signature]</u>	<u>4/7</u>	<u>4005 Campbell Ave</u>	<u>64130</u>	<u>Marshall Hammon</u>
<u>[Signature]</u>	<u>4/7</u>	<u>1122 East 117th St</u>	<u>64131</u>	<u>Andree Smith</u>
<u>[Signature]</u>	<u>4/7</u>	<u>5115 Prospect Ave</u>	<u>64130</u>	<u>Tabetha Paris</u>
<u>[Signature]</u>	<u>4/7</u>	<u>3519 E 51 Apt 12</u>	<u>64130</u>	<u>Santisalacoya Knowles</u>
<u>[Signature]</u>	<u>4/7</u>	<u>6415 Manchester Apt 4</u>	<u>64133</u>	<u>Kayshawn Bangham</u>
<u>[Signature]</u>	<u>4/7</u>	<u>2712 Monroe</u>	<u>64110</u>	<u>Jphawn White</u>
<u>[Signature]</u>	<u>4/7</u>	<u>11911 Newton Ave #1</u>	<u>64020</u>	<u>Paul M. Amb</u>
<u>[Signature]</u>	<u>4/7</u>	<u>5714 AGNES</u>	<u>64130</u>	<u>Margaret D. White</u>
<u>[Signature]</u>	<u>4/7</u>	<u>3419 College Ave</u>	<u>64128</u>	<u>Paul Amb</u>

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Andree Smith
Circulator's Signature

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County

Subscribed and sworn to before me this 6 day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

My Commission Expires: 5/22/2017
Commission # 13504912

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

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0448 05/06/2015 PM 12:50:32

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State of Missouri)
County of Jackson)

I, Andrea Smith, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>Tyann L. Williams</u>	<u>4/7/15</u>	<u>5949 Jackson Ave</u>	<u>64130</u>	<u>Tyann L. Williams</u>
<u>James Stewart</u>	<u>4/7/15</u>	<u>701 Van Brunt</u>	<u>64124</u>	<u>James Stewart</u>
<u>Annexika Stewart</u>	<u>4/7/15</u>	<u>3926 Indiana</u>	<u>64134</u>	<u>Annexika Stewart</u>
<u>Tara Simms</u>	<u>4/7/15</u>	<u>3324 E. 61st KC MO</u>	<u>64130</u>	<u>Tara Simms</u>
<u>Nigeria Cikes</u>	<u>4/7/15</u>	<u>3708 E 72nd St KCMO</u>	<u>64132</u>	<u>Nigeria Cikes</u>
<u>Cliff Ruff</u>	<u>4/7/15</u>	<u>8121 E. 96th KC</u>	<u>64134</u>	<u>Cliff Ruff</u>
<u>Rodney Collins</u>	<u>4/7/15</u>	<u>4727 Shawnee</u>	<u>64130</u>	<u>Rodney Collins</u>
<u>Tyrone Randolph</u>	<u>4/7/15</u>	<u>4340 Elmwood</u>	<u>64130</u>	<u>Tyrone Randolph</u>
<u>Tenisha Jones</u>	<u>4/7/15</u>	<u>2101 E 58th</u>	<u>64130</u>	<u>Tenisha Jones</u>
<u>Treneshia Burns</u>	<u>4/7/15</u>	<u>5132 Bellefontaine</u>	<u>64130</u>	<u>Treneshia Burns</u>

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Andrea Smith
Circulator's Signature

Subscribed and sworn to before me this 6 day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC)

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

[SEAL]

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Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

The following five electors of the City, as the Committee of Petitioners, shall be regarded as filing the Petition:

<u>Rev. Samuel E. Mann</u>	<u>3665 Harrison Blvd, Kansas City, MO 64109</u>
<u>Lloyd Fields</u>	<u>7500 E. 110th Street, Kansas City, MO 64134</u>
<u>Rodney Williams</u>	<u>1104 W. 101st Terrace Apt. C, Kansas City, MO 64114</u>
<u>Tex Sample</u>	<u>4219 N. Jarboe CT., Kansas City, MO 64116</u>
<u>Wallace S. Hartsfield</u>	<u>2843 Benton Blvd., Kansas City, MO 64128</u>

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

I, Andrae Smith, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>Harris Bartlett</u>	4-7-15	10318 Hillcrest Rd.	64134	HARRIS BARTLETT
<u>Phillip Armilio</u>	4-7-15	2808 N. River Blk.	64050	Phillip Armilio
<u>Ashika Moorhead</u>	4-7-15	607 C NE 6th St	64104	Ashika Moorhead
<u>Erica Dadds</u>	4-7-15	7520 E 100st	64134	Erica Dadds
<u>Richard C. Tolbert</u>	4-7-15	3421 E. 62nd St	64130	RICHARD C. TOLBERT
<u>Victoria Adams</u>	4/7/15	4216 Collegee	64118	Victoria Adams
<u>Stephan Green</u>	4/7/15	6715 So. Benton Ave	64132	Stephan Green
<u>Mary J. McMahon</u>	4/7/15	5731 Chestnut Ave	64150	MARY J. Mc Mahon
<u>Jackie Brown</u>	4-7-15	11225 Palmer	64131	JACKIE BROWN
<u>Michelle</u>	4-7-15	8244 Posco	64132	MICHELLE

I signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Andrae Smith
Circulator's Signature

Subscribed and sworn to before me this 7th day of April, 2015.

Pamela C. McDonald
(NOTARY PUBLIC)

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

[SEAL]

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

WHEREAS, an increase in the minimum wage paid to employees could potentially increase workplace productivity, save costs through reduced employee turnover, boost income for families, restore work/family balance, enhance the local tax base, and reduce certain health care costs; and

WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNSEL:

SECTION 1 - AUTHORITY.

This Ordinance is enacted pursuant to its general police powers and the authority to provide for the general health and welfare of its citizens as established by the Missouri Constitution, Article VI, Section 19(a), giving a charter city all powers which are consistent with the Missouri Constitution and that are not limited or denied by the City of Kansas City, Missouri Charter or by statute.

SECTION 2 - DEFINITIONS.

A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

(5) Any employee that is the parent, spouse, child or other member of the employer's immediate family; for purposes of this subsection, the employer shall include the principal stockholder of a family corporation;

(6) Interns working for a business for academic credit in connection with a course of study at an accredited school, college or university; and

(7) Persons working for a business in connection with a court-ordered community service program.

SECTION 4 - FINDINGS.

A. The City Council finds that the public welfare, health, safety and prosperity of citizens of the City of Kansas City, Missouri requires that citizens be paid a living wage sufficient to ensure a decent and healthy life;

B. The City Council finds that establishing a mandatory minimum hourly wage will promote the public welfare, health, safety and prosperity by ensuring that citizens can better support and care for their families through their own efforts;

C. The City Council finds that when businesses do not pay adequate wages, the community bears the cost in the form of increased demand for taxpayer-funded social services;

D. The City Council finds that it is in the public interest to require that employers benefiting from the opportunity to do business in the City of Kansas City, Missouri pay employees a living wage that is adequate to meet the basic needs of living in the City of Kansas City, Missouri.

SECTION 5 - LIVING WAGE PAYMENT REQUIREMENTS.

A. Except as provided in subsection B, the living wage paid to an employee not excluded as set forth above, shall be ten dollars (\$10.00) per hour, effective September 1, 2015. Beginning September 1, 2017, the living wage shall be increased by \$1.25 each year thereafter for the next four years. The City of Kansas City, Missouri shall post the living wage established by this Ordinance on its website after this Ordinance becomes effective and at least ninety (90) days prior to each adjustment of the living wage.

B. An employee who customarily and regularly receives more than thirty dollars (\$30.00) a month in tips and/or commissions shall be paid at least a base wage equivalent to sixty percent of the living wage established by this Ordinance. Initially the base wage rate shall be six dollars (\$6.00). That wage will increase simultaneously and proportionately with each living wage increase. The employer may consider tips and commissions as part of wages, but the tips and commissions combined with the employer's payment of wages to the employee shall not equal less than the living wage as provided in subsection A of this section. In the event an employee earns insufficient

SECTION 10 - NOTICE POSTING.

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SECTION 11 - PROCEDURE.

A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

SECTION 12 - EFFECTIVE DATE.

This Ordinance shall become effective the later of September 1, 2015 or sixty (60) days after its adoption by the City Council.

It is unlawful for anyone to sign any initiative petition with any name other than his or her own, or knowingly to sign his or her name more than once for the same measure for the same election, or sign a petition when such person knows he or she is not a registered voter, or encourage anyone to do so.

PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0450 05/06/27 PM 12:50:41

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Marilyn.Sanders@kcmo.org

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Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

Andrae Smith
Circulator's Printed Name

being duly sworn, under oath state that the following person, to wit:

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>[Signature]</u>	4/7/15	1414 E. 77th Ter K.C. MO	64131	Ansie Sias
<u>[Signature]</u>	4/7/15	16128 59th Ter KCMO	64110	Jeffrey B Mitchell
<u>[Signature]</u>	4/7	6236 Colledge Dr	64130	MOZELL C JACOBS
<u>[Signature]</u>	4/7	10409 842 nd St Apt E	64133	Benny Coolidge
<u>[Signature]</u>	4/7/15	3200 E 101 st KCMO	64130	Picky Fan
<u>[Signature]</u>	4-7-15	6021 College Ave KCMO	64130	SHAVEKA JAMES
<u>[Signature]</u>	4-7-15	3806 E 63 rd St	64130	Heira Jackson
<u>[Signature]</u>	4-7-15	7116 Wayne Ave	64131	Michaela King
<u>[Signature]</u>	4/7/15	4320 55 th St KCMO	64130	Mark R. Evans
<u>[Signature]</u>	4/7/15	2244 Spruce KCMO	64130	Mark R. Evans

I signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Andrae Smith
Circulator's Signature

Subscribed and sworn to before me this 6 day of April, 2015

[Signature]
(NOTARY PUBLIC)

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

(SEAL)

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0451 05/06/27 PM 12:50:43

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Marilyn.Sanders@kcmo.org

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State of Missouri)
County of Jackson)

I Andrae Smith, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>Mona Triplett</u>	4/7/15	7909 E 93rd Ter	64138	MONA Triplett
<u>Gregory M Gibbs</u>	4/7/15	6612 Walnut Hill	64132	Gregory M Gibbs
<u>Starla Potter</u>	4/7/15	8700 Buckingham Ln	64138	Starla Potter
<u>David Davis</u>	4-7-15	6015 Walnut Ave	64130	David Davis
<u>Deirdre C Hamilton McCoy</u>	4-7-15	2906 E 58 th St	64130	Deirdre C. Hamilton McCoy
<u>MARUENA PARKER</u>	4/7/15	6216 Bellefontaine	64138	MARUENA PARKER
<u>PEARL BEAL</u>	4/7/15	3201 E Meyer Blvd	64133	PEARL BEAL
<u>Janice Moore</u>	4/9/15	5215 Highland	64110	Janice Moore
<u>Janice Moore</u>	4/7	5215 Highland	64110	Janice Moore
<u>Michelle Ruel</u>	4/7	6212 Walnut	64138	Michelle Ruel

I signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Andrae Smith
Circulator's Signature

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

Subscribed and sworn to before me this April day of 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

ORDINANCE NO. _____

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0452 05/06/27 PM 12:50:49

To: Mayor and Council City of Kansas City, Missouri &
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City Clerk of Kansas City, Missouri
25th Floor, City Hall
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State of Missouri)
County of Jackson)

Becky Henderson

Circulator's Printed Name

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Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<i>Brandon Duncan</i>	04/07/15	3020e 51st street	64130	Brandon Duncan
<i>Samuel Simmons</i>	4/7/15	5840 Wabash	64130	Samuel Simmons
<i>Dorothy Clanton</i>	4/7/15	3447 Cypress	64128	DOROTHY CLANTON
<i>Armedia Jones</i>	4/7/15	2718 W. Bengal	64128	
<i>James Mitchell</i>	4/7/15	3029 Lister Ave	64128	JAMES MITCHELL
<i>Angela Taylor</i>	4/7/15	2944 Chelsea	64128	Angela Taylor
<i>Billy E. Wilkes</i>	4/7/15	3231 North	64128	Billy E. Wilkes
<i>Mercedes Pooler</i>	4/7/15	2614 Cypress Ave	64127	Mercedes Pooler
<i>Lorrie Mabon</i>	4/7/15	3231 Norton Ave	64128	LORRIE MABON
<i>Sherry Reynolds</i>	4/7/15	3411 Kensington	64128	SHERRY REYNOLDS

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Circulator's Signature

Subscribed and sworn to before me this 7th day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

WHEREAS, an increase in the minimum wage paid to employees could potentially increase workplace productivity, save costs through reduced employee turnover, boost income for families, restore work/family balance, enhance the local tax base, and reduce certain health care costs; and

WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNSEL:

SECTION 1 - AUTHORITY.

This Ordinance is enacted pursuant to its general police powers and the authority to provide for the general health and welfare of its citizens as established by the Missouri Constitution, Article VI, Section 19(a), giving a charter city all powers which are consistent with the Missouri Constitution and that are not limited or denied by the City of Kansas City, Missouri Charter or by statute.

SECTION 2 - DEFINITIONS.

A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

(5) Any employee that is the parent, spouse, child or other member of the employer's immediate family; for purposes of this subsection, the employer shall include the principal stockholder of a family corporation;

(6) Interns working for a business for academic credit in connection with a course of study at an accredited school, college or university; and

(7) Persons working for a business in connection with a court-ordered community service program.

SECTION 4 - FINDINGS.

A. The City Council finds that the public welfare, health, safety and prosperity of citizens of the City of Kansas City, Missouri requires that citizens be paid a living wage sufficient to ensure a decent and healthy life;

B. The City Council finds that establishing a mandatory minimum hourly wage will promote the public welfare, health, safety and prosperity by ensuring that citizens can better support and care for their families through their own efforts;

C. The City Council finds that when businesses do not pay adequate wages, the community bears the cost in the form of increased demand for taxpayer-funded social services;

D. The City Council finds that it is in the public interest to require that employers benefiting from the opportunity to do business in the City of Kansas City, Missouri pay employees a living wage that is adequate to meet the basic needs of living in the City of Kansas City, Missouri.

SECTION 5 - LIVING WAGE PAYMENT REQUIREMENTS.

A. Except as provided in subsection B, the living wage paid to an employee not excluded as set forth above, shall be ten dollars (\$10.00) per hour, effective September 1, 2015. Beginning September 1, 2017, the living wage shall be increased by \$1.25 each year thereafter for the next four years. The City of Kansas City, Missouri shall post the living wage established by this Ordinance on its website after this Ordinance becomes effective and at least ninety (90) days prior to each adjustment of the living wage.

B. An employee who customarily and regularly receives more than thirty dollars (\$30.00) a month in tips and/or commissions shall be paid at least a base wage equivalent to sixty percent of the living wage established by this Ordinance. Initially the base wage rate shall be six dollars (\$6.00). That wage will increase simultaneously and proportionately with each living wage increase. The employer may consider tips and commissions as part of wages, but the tips and commissions combined with the employer's payment of wages to the employee shall not equal less than the living wage as provided in subsection A of this section. In the event an employee earns insufficient

SECTION 10 - NOTICE POSTING.

Any holder of a City of Kansas City, Missouri business license shall, as a condition of obtaining or holding a business license, post and display in a prominent location next to its business license a notice that the business is in compliance with the provisions of this Ordinance and shall include the text of Sections 3 and 5 of this Ordinance. Failure to comply with this Section shall be construed as a violation of this Ordinance and, in addition, shall be considered grounds for suspension, revocation, or termination of the business license.

SECTION 11 - PROCEDURE.

A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

SECTION 12 - EFFECTIVE DATE.

This Ordinance shall become effective the later of September 1, 2015 or sixty (60) days after its adoption by the City Council.

It is unlawful for anyone to sign any initiative petition with any name other than his or her own, or knowingly to sign his or her name more than once for the same measure for the same election, or sign a petition when such person knows he or she is not a registered voter, or encourage anyone to do so.

PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0453 05/06/27 PM 12:50:54

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

The following five electors of the City, as the Committee of Petitioners, shall be regarded as filing the Petition:

Rev. Samuel E. Mann	3665 Harrison Blvd, Kansas City, MO 64109
Lloyd Fields	7500 E. 110 th Street, Kansas City, MO 64134
Rodney Williams	1104 W. 101 st Terrace Apt. C, Kansas City, MO 64114
Tex Sample	4219 N. Jarboe CT., Kansas City, MO 64116
Wallace S. Hartsfield	2843 Benton Blvd., Kansas City, MO 64128

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

I, Frances Lewis, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<i>Gandy Sexton</i>	4/7/15	11000 Newton Ave	64134	Sandra K Sexton
<i>Katherine M Hoebel</i>	4/7/15	10916 Newton Ave	64134	Katherine M Hoebel
<i>Margaret Bacon</i>	4/7/15	1500 E Frederick St	64109	Margaret Bacon
<i>Rose Kotulic</i>	4/7/15	9817 Shepherds Dr.	64131	Rose Kotulic
<i>Derrick Turner</i>	4/7/15	515 Concorder Tr Ind MO	64056	Derrick Turner
<i>Winfred Hank</i>	4/7/15	Winfred Hank		
<i>Maria C. Adkins</i>	4/7/15			
<i>Gregory G. Smith</i>	4/7/15	8023 E. 130 th Ct.	64630	Gregory G. Smith
<i>Evelyn Adkins</i>		11404 Jackson	64137	
<i>DENISE DANIEL</i>	4/7	811 West 101 th Terr	64114	Denise M Daniel

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Frances Lewis
Circulator's Signature

Subscribed and sworn to before me this 7 day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

ORDINANCE NO. _____

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WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

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WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

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A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

(5) Any employee that is the parent, spouse, child or other member of the employer's immediate family; for purposes of this subsection, the employer shall include the principal stockholder of a family corporation;

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A. The City Council finds that the public welfare, health, safety and prosperity of citizens of the City of Kansas City, Missouri requires that citizens be paid a living wage sufficient to ensure a decent and healthy life;

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A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0454 05/06/2015 PM 12:50:58

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

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<u>Lloyd Fields</u>	<u>7500 E. 110th Street, Kansas City, MO 64134</u>
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<u>Wallace S. Hartsfield</u>	<u>2843 Benton Blvd., Kansas City, MO 64128</u>

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

Bettie Henderson
Circulator's Printed Name

being duly sworn, under oath state that the following person, to wit:

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>Lloyd Fields</u>	4/7			
<u>Wilma Wilton</u>	6/17			
<u>Bernadette Morris</u>	4/7	2905 E 29 th St. Apt. 10	64128	Bernadette Morris
<u>FRANK McCOE</u>	4/7	2912 MYRC	64128	FRANK McCOE
<u>Brenda King</u>	4/9	3411 Kensington	64128	Brenda King
<u>Joyce Bragg</u>	4/7	3400 Elmwood	64128	Joyce Bragg
<u>DeSuea Trent</u>	4/7	3400 Elmwood	64128	DeSuea Trent
<u>Brian A. Estes</u>	4/7	7301 E 86 th K.C. Mo.	64138	BRIAN A. ESTES
<u>Michael Anderson</u>	4/7	3302 Meruway Ln	6420	Michael Anderson
<u>Twana Y. Smith</u>	4/15	3421 Bala	64128	Twana Y. Smith

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Circulator's Signature

Subscribed and sworn to before me this 6 day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0455 05/06/2017 PM 12:51:02

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

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State of Missouri)
County of Jackson)

Frances Lewis, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<i>Jean M Schuyke</i>	4/7/15	10406 Cypress Dr Kcmo	64137	Jean M Schuyke
<i>Harriet Davis</i>	"	1607 Jackson KC	64137	HARRIET DAVIS
<i>Keresa M. Edows</i>	4-7-15	4425 E 107 TERRACE	64137	KERESA M. EDOWS
<i>James A. Burch</i>	4/7/15	4425 E 107 TERRACE	64137	James A. Burch
<i>Roma Richardson</i>	04/07	10750 Cypress Ave	64137	JAMES A. BURCH
<i>Heter Stewart</i>	4/7	4444 E 107 Terr	64137	Roma Richardson
<i>William Smith</i>	4/7	6028 E 99 Terr	64139	Heter Stewart
<i>Sandy Stafford</i>	4-7	6008 E 99 Terr	64134	William Smith
<i>Willie Jones</i>	4/7	10104 Kellip Ave	64134	Sandy Stafford
	4/7	11019 Jackson	64137	Willie Jones

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Frances Lewis
Circulator's Signature

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

Subscribed and sworn to before me this 6th day of April, 2015

Pamela C. McDonald
NOTARY PUBLIC (SEAL)

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This Ordinance is enacted pursuant to its general police powers and the authority to provide for the general health and welfare of its citizens as established by the Missouri Constitution, Article VI, Section 19(a), giving a charter city all powers which are consistent with the Missouri Constitution and that are not limited or denied by the City of Kansas City, Missouri Charter or by statute.

SECTION 2 - DEFINITIONS.

A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

(5) Any employee that is the parent, spouse, child or other member of the employer's immediate family; for purposes of this subsection, the employer shall include the principal stockholder of a family corporation;

(6) Interns working for a business for academic credit in connection with a course of study at an accredited school, college or university; and

(7) Persons working for a business in connection with a court-ordered community service program.

SECTION 4 - FINDINGS.

A. The City Council finds that the public welfare, health, safety and prosperity of citizens of the City of Kansas City, Missouri requires that citizens be paid a living wage sufficient to ensure a decent and healthy life;

B. The City Council finds that establishing a mandatory minimum hourly wage will promote the public welfare, health, safety and prosperity by ensuring that citizens can better support and care for their families through their own efforts;

C. The City Council finds that when businesses do not pay adequate wages, the community bears the cost in the form of increased demand for taxpayer-funded social services;

D. The City Council finds that it is in the public interest to require that employers benefiting from the opportunity to do business in the City of Kansas City, Missouri pay employees a living wage that is adequate to meet the basic needs of living in the City of Kansas City, Missouri.

SECTION 5 - LIVING WAGE PAYMENT REQUIREMENTS.

A. Except as provided in subsection B, the living wage paid to an employee not excluded as set forth above, shall be ten dollars (\$10.00) per hour, effective September 1, 2015. Beginning September 1, 2017, the living wage shall be increased by \$1.25 each year thereafter for the next four years. The City of Kansas City, Missouri shall post the living wage established by this Ordinance on its website after this Ordinance becomes effective and at least ninety (90) days prior to each adjustment of the living wage.

B. An employee who customarily and regularly receives more than thirty dollars (\$30.00) a month in tips and/or commissions shall be paid at least a base wage equivalent to sixty percent of the living wage established by this Ordinance. Initially the base wage rate shall be six dollars (\$6.00). That wage will increase simultaneously and proportionately with each living wage increase. The employer may consider tips and commissions as part of wages, but the tips and commissions combined with the employer's payment of wages to the employee shall not equal less than the living wage as provided in subsection A of this section. In the event an employee earns insufficient

SECTION 10 - NOTICE POSTING.

Any holder of a City of Kansas City, Missouri business license shall, as a condition of obtaining or holding a business license, post and display in a prominent location next to its business license a notice that the business is in compliance with the provisions of this Ordinance and shall include the text of Sections 3 and 5 of this Ordinance. Failure to comply with this Section shall be construed as a violation of this Ordinance and, in addition, shall be considered grounds for suspension, revocation, or termination of the business license.

SECTION 11 - PROCEDURE.

A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0456 05/06/2015 PM 12:51:06

To: Mayor and Council City of Kansas City, Missouri &
 The Honorable Marilyn Sanders
 City Clerk of Kansas City, Missouri
 25th Floor, City Hall
 414 East 12th Street
 Kansas City, Missouri 64106

Phone: (816) 513-3360
 Fax: (816) 513-3353
 E-mail: Mayilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

The following five electors of the City, as the Committee of Petitioners, shall be regarded as filing the Petition:

Rev. Samuel E. Mann	3665 Harrison Blvd, Kansas City, MO 64109
Lloyd Fields	7500 E. 110 th Street, Kansas City, MO 64134
Rodney Williams	1104 W. 101 st Terrace Apt. C, Kansas City, MO 64114
Tex Sample	4219 N. Jarboe CT., Kansas City, MO 64116
Wallace S. Hartsfield	2843 Benton Blvd., Kansas City, MO 64128

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
 County of Jackson)

Frances Lewis being duly sworn, under oath state that the following person, to wit:
 Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>Jeanette McKinnie</u>	4-7-15	4208 E 109 th St	64137	Jeanette McKinnie
<u>Phil Carlson</u>	4/7/15	4811 Grandview rd	64137	Phil Carlson
<u>Charles Warrior</u>	4-7-15	6008 E. 96 th Terr KC MO	64134	Charles Warrior
<u>Lawn Williams</u>	4-7-15	9707 Braun Ave	64134	Lawn Williams
<u>Leta Elbert</u>	4/7/15	4431 E 107 TERR	64137	Leta Elbert
<u>Michael Tye</u>	4/7/15	10545 Cypress Ave. Apt. 45-B	64137	Michael Tye
<u>Sharon Gowdeau</u>	7 April 2015	4430 E 107th St	64137	Sharon Gowdeau
<u>Ed R. Williams</u>	4/2/15	4601 GRANDVIEW RD	64137	EDD R. WILLIAMS
<u>Turner Brown Jr</u>	4/7/15	10314 Hillcrest RD	64134	TURNER BROWN JR.
<u>Reynold K. Schwabe</u>	4/7/15	10406 CYPRESS	64137	Reynold K. Schwabe

I signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Frances Lewis
 Circulator's Signature

PAMELA C. McDONALD
 Notary Public - Notary Seal
 STATE OF MISSOURI
 Jackson County
 My Commission Expires: 5/22/2017
 Commission # 13504912

Subscribed and sworn to before me this 7 day of April, 2015

(NOTARY PUBLIC) [SEAL]

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

WHEREAS, an increase in the minimum wage paid to employees could potentially increase workplace productivity, save costs through reduced employee turnover, boost income for families, restore work/family balance, enhance the local tax base, and reduce certain health care costs; and

WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNSEL:

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0457 05/06/27 PM 12:51:10

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

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State of Missouri)
County of Jackson)

I Frances Lewis, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<i>Rym Scheidter</i>	4/7	4301 E 110th St	64137	Rym Scheidter
<i>Robert Strawn</i>	4/7	10830 Poplar	64137	ROBERT STRAWN
<i>Ann Strawn</i>	4/7	4919 Grandview Rd	64137	ANN STRAWN
<i>Mary K. Dzieczic</i>	4/7	4442 E. 107 th St	64137	Mary K. Dzieczic
<i>W. S. Wolfed</i>	4/7	3505 E 107 th Ter.	64137	W S WOLFED
<i>Brian Spudis</i>	4/7	1007 E. 98 th Ter	64134	Brian Spudis
<i>Matthew Smith</i>	4/7	4308 E. 107 th Ter	64137	Matthew Smith
<i>Volmer McBride</i>	4/7	5208 E 98 th St	64134	Volmer McBride
<i>Bruce Smith</i>	4/7	4406 E 104 th St	64137	Bruce Smith
<i>Jerry Akins</i>	4/7	1011 Bellaire Ave	64134	Jerry Akins

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Circulator's Signature

Subscribed and sworn to before me this 27 day of April, 2015

(NOTARY PUBLIC)

[SEAL]

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

ORDINANCE NO. _____

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0458 05/06/27 PM 12:51:14

To: Mayor and Council City of Kansas City, Missouri &
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	4-7-15	6104 E 98 th	64134	Noah Webb
	4-7-15	10408 Hillcrest Apt 16 KC Mo 64134	64134	Deborah Dean
	4-7-15	9801 Hillcrest rd	64134	Greg Kent Means
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Frances Lewis
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PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
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(NOTARY PUBLIC)

[SEAL]

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SECTION 11 - PROCEDURE.

A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

SECTION 12 - EFFECTIVE DATE.

This Ordinance shall become effective the later of September 1, 2015 or sixty (60) days after its adoption by the City Council.

It is unlawful for anyone to sign any initiative petition with any name other than his or her own, or knowingly to sign his or her name more than once for the same measure for the same election, or sign a petition when such person knows he or she is not a registered voter, or encourage anyone to do so.

PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0459 05/06/2017 PM 12:51:20

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Marilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

The following five electors of the City, as the Committee of Petitioners, shall be regarded as filing the Petition:

Rev. Samuel E. Mann	3665 Harrison Blvd, Kansas City, MO 64109
Lloyd Fields	7500 E. 110 th Street, Kansas City, MO 64134
Rodney Williams	1104 W. 101 st Terrace Apt. C, Kansas City, MO 64114
Tex Sample	4219 N. Jarboe CT., Kansas City, MO 64116
Wallace S. Hartsfield	2843 Benton Blvd., Kansas City, MO 64128

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

I, Frances Lewis, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<i>R. Black</i>	4/7/15	3506 Southern Hill Dr	64137	Ricke BLACK
<i>R.K. Reel</i>	04/07/15	10704 Hickman Hts Rd	64137	Robin K. Reel
<i>Sharon Durant</i>	4/7/15	4416 Grandview Rd	64137	Sharon Durant
<i>Henry Tom</i>	4/7/15	10907 Elmwood Dr	64137	<i>Henry Tom</i>
<i>Roy W. Watson</i>	4/7/15	10555 Grandview	64137	Roy W. Watson
<i>Ann Tomlinson</i>	4/7/15	4109 E 110 Terrace	64137	Ann Tomlinson
<i>Wendy A. Rule</i>	4/7/15	6000 E 96 th St	64134	Wendy A. Rule
<i>Delores Rockett</i>	4/7/15	4210 Grandview Rd	64137	Delores Rockett
<i>Valerie Rapp</i>	4/7/15	10912 Elmwood Dr	64137	Valerie Rapp
<i>Carla R. Mann</i>	4/7/15	7619 Manning Ave	64134	Carla R. Mann

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Frances Lewis
Circulator's Signature

Subscribed and sworn to before me this 7th day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

WHEREAS, an increase in the minimum wage paid to employees could potentially increase workplace productivity, save costs through reduced employee turnover, boost income for families, restore work/family balance, enhance the local tax base, and reduce certain health care costs; and

WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNSEL:

SECTION 1 - AUTHORITY.

This Ordinance is enacted pursuant to its general police powers and the authority to provide for the general health and welfare of its citizens as established by the Missouri Constitution, Article VI, Section 19(a), giving a charter city all powers which are consistent with the Missouri Constitution and that are not limited or denied by the City of Kansas City, Missouri Charter or by statute.

SECTION 2 - DEFINITIONS.

A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

(5) Any employee that is the parent, spouse, child or other member of the employer's immediate family; for purposes of this subsection, the employer shall include the principal stockholder of a family corporation;

(6) Interns working for a business for academic credit in connection with a course of study at an accredited school, college or university; and

(7) Persons working for a business in connection with a court-ordered community service program.

SECTION 4 - FINDINGS.

A. The City Council finds that the public welfare, health, safety and prosperity of citizens of the City of Kansas City, Missouri requires that citizens be paid a living wage sufficient to ensure a decent and healthy life;

B. The City Council finds that establishing a mandatory minimum hourly wage will promote the public welfare, health, safety and prosperity by ensuring that citizens can better support and care for their families through their own efforts;

C. The City Council finds that when businesses do not pay adequate wages, the community bears the cost in the form of increased demand for taxpayer-funded social services;

D. The City Council finds that it is in the public interest to require that employers benefiting from the opportunity to do business in the City of Kansas City, Missouri pay employees a living wage that is adequate to meet the basic needs of living in the City of Kansas City, Missouri.

SECTION 5 - LIVING WAGE PAYMENT REQUIREMENTS.

A. Except as provided in subsection B, the living wage paid to an employee not excluded as set forth above, shall be ten dollars (\$10.00) per hour, effective September 1, 2015. Beginning September 1, 2017, the living wage shall be increased by \$1.25 each year thereafter for the next four years. The City of Kansas City, Missouri shall post the living wage established by this Ordinance on its website after this Ordinance becomes effective and at least ninety (90) days prior to each adjustment of the living wage.

B. An employee who customarily and regularly receives more than thirty dollars (\$30.00) a month in tips and/or commissions shall be paid at least a base wage equivalent to sixty percent of the living wage established by this Ordinance. Initially the base wage rate shall be six dollars (\$6.00). That wage will increase simultaneously and proportionately with each living wage increase. The employer may consider tips and commissions as part of wages, but the tips and commissions combined with the employer's payment of wages to the employee shall not equal less than the living wage as provided in subsection A of this section. In the event an employee earns insufficient

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0460 05/06/27 11:23:12

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

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<u>Rev. Samuel E. Mann</u>	<u>3665 Harrison Blvd, Kansas City, MO 64109</u>
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<u>Rodney Williams</u>	<u>1104 W. 101st Terrace Apt. C, Kansas City, MO 64114</u>
<u>Tex Sample</u>	<u>4219 N. Jarboe CT., Kansas City, MO 64116</u>
<u>Wallace S. Hartsfield</u>	<u>2843 Benton Blvd., Kansas City, MO 64128</u>

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

Cathy Stewart, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
1. <u>Alfred M. Moore</u>	4/7/15	9125 E. 51 st Terr	64133	<u>Alfred Moore</u>
2. <u>William D Harris</u>	4/7/15	4801 Harvard Ave	64133	WILLIAM D HARRIS
3. <u>R. Lois Harris</u>	4/7/15	4801 Harvard Ave	64133	R. Lois Harris
4. <u>Nancy A Bradley</u>	4/7/15	8833 SW A. Bar Rd	64133	Nancy A. Bradley
5. <u>Regina Bradley</u>	4/7/15	8833 SW A. BAR RD	64133	Regina Bradley
6. <u>Marcus Collins</u>	4/7/15	9108 E 51 Terr	64133	MARCUS COLLINS
7. <u>Kenneth M Shields</u>	4/7	5217 Willow Ave	64133	Kenneth Shields
8. <u>Charles Gaudin</u>	4/7/15	4817 Overton	64133	CHARLES GAUDIN
9. <u>Delia Gaudin</u>	4/7/15	4817 Overton	64133	Delia Gaudin
10. <u>Jessica von Frese</u>	4-7-15	4722 Evinston Ave K.C. MO	64133	Jessica von Frese

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Cathy Stewart
Circulator's Signature

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

Subscribed and sworn to before me this 7 day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

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WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

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BE IT ORDAINED BY THE CITY COUNSEL:

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SECTION 2 - DEFINITIONS.

A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0461 05/06/27 PM 12:51:32

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Marilyn.Sanders@kcmo.org

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State of Missouri)
County of Jackson)

Cathy Stewart, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>Nancy A Moylan</u>	4/7/15	9505 E. 43, KCMO	64133	Nancy A. Moylan
<u>William J Moylan</u>	u	u u	u	William J. Moylan
<u>Linda Shankle</u>	4/7/15	9051 E. 51st Jen.	64137	Linda Shankle
<u>Harlen Hicks</u>	4-7-15	10804 E 49th	64133	HARLEN HICKS
<u>Wanitha Hicks</u>	4-7-15	10804 E 49th	64133	WANITHA HICKS
<u>Robert E Cone</u>	4-7-15	10100 E 47th ST	64133	ROBERT E CONE
<u>Christal Walker</u>	4-7-15	4800 Harvard KCMO	64133	Christal Walker
<u>Marilyn Erwin</u>	4-7-15	5723 Harvard	64133	Marilyn Erwin
<u>Ever J Gilbert</u>	4-7-15	4408 Appleton Ave	64133	Ever J Gilbert
<u>Larry Gilbert</u>		4408 Appleton Ave	64133	LARRY GILBERT

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Cathy Stewart
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PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

Subscribed and sworn to before me this 3rd day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

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0462 05/06/27 PM 12:51:37

To: Mayor and Council City of Kansas City, Missouri &
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City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

The following five electors of the City, as the Committee of Petitioners, shall be regarded as filing the Petition:

<u>Rev. Samuel E. Mann</u>	<u>3665 Harrison Blvd, Kansas City, MO 64109</u>
<u>Lloyd Fields</u>	<u>7500 E. 110th Street, Kansas City, MO 64134</u>
<u>Rodney Williams</u>	<u>1104 W. 101st Terrace Apt. C, Kansas City, MO 64114</u>
<u>Tex Sample</u>	<u>4219 N. Jarboe CT., Kansas City, MO 64116</u>
<u>Wallace S. Hartsfield</u>	<u>2843 Benton Blvd., Kansas City, MO 64128</u>

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

I Cathy Stewart, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>Cory B. Williams</u>	4/7	715 Rish Vice	64106	Anthony B. Williams
<u>John Bush</u>	4/7	9110E 44 th ST KCMO	64133	John Bush
<u>Joyce Phillip</u>	4/7	10404E 42 nd KCMO	64133	Joyce Phillip
<u>Deborah Zeen</u>	4/7	10611 E 50 th St	64133	Deborah Zeen
<u>Jeffrey Moore</u>	4-7	10405 E 42 nd St # F	64133	JEFFREY MOORE
<u>Nancy Leary</u>	4/7	8911 E 51 st St KCMO	64133	Nancy Leary
<u>Diana Mance</u>	4/7	9206 E 44 th ST KCMO	64133	Diana Mance
<u>Mary Lynn McCarthy</u>	4/7	9206 E 44 th ST KCMO	64133	MARY LYNN MCCARTHY
<u>Barbara Sibbett</u>	4/7	105E 43 rd St. J.C. Mo.	64133	Barbara Sibbett
<u>Vonne Johnson</u>	4/7	10677 E. 40 th Terr, KCMO	64133	Vonne Johnson

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Cathy Stewart
Circulator's Signature

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

Subscribed and sworn to before me this 27 day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

WHEREAS, an increase in the minimum wage paid to employees could potentially increase workplace productivity, save costs through reduced employee turnover, boost income for families, restore work/family balance, enhance the local tax base, and reduce certain health care costs; and

WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNSEL:

SECTION 1 - AUTHORITY.

This Ordinance is enacted pursuant to its general police powers and the authority to provide for the general health and welfare of its citizens as established by the Missouri Constitution, Article VI, Section 19(a), giving a charter city all powers which are consistent with the Missouri Constitution and that are not limited or denied by the City of Kansas City, Missouri Charter or by statute.

SECTION 2 - DEFINITIONS.

A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

(5) Any employee that is the parent, spouse, child or other member of the employer's immediate family; for purposes of this subsection, the employer shall include the principal stockholder of a family corporation;

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SECTION 4 - FINDINGS.

A. The City Council finds that the public welfare, health, safety and prosperity of citizens of the City of Kansas City, Missouri requires that citizens be paid a living wage sufficient to ensure a decent and healthy life;

B. The City Council finds that establishing a mandatory minimum hourly wage will promote the public welfare, health, safety and prosperity by ensuring that citizens can better support and care for their families through their own efforts;

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D. The City Council finds that it is in the public interest to require that employers benefiting from the opportunity to do business in the City of Kansas City, Missouri pay employees a living wage that is adequate to meet the basic needs of living in the City of Kansas City, Missouri.

SECTION 5 - LIVING WAGE PAYMENT REQUIREMENTS.

A. Except as provided in subsection B, the living wage paid to an employee not excluded as set forth above, shall be ten dollars (\$10.00) per hour, effective September 1, 2015. Beginning September 1, 2017, the living wage shall be increased by \$1.25 each year thereafter for the next four years. The City of Kansas City, Missouri shall post the living wage established by this Ordinance on its website after this Ordinance becomes effective and at least ninety (90) days prior to each adjustment of the living wage.

B. An employee who customarily and regularly receives more than thirty dollars (\$30.00) a month in tips and/or commissions shall be paid at least a base wage equivalent to sixty percent of the living wage established by this Ordinance. Initially the base wage rate shall be six dollars (\$6.00). That wage will increase simultaneously and proportionately with each living wage increase. The employer may consider tips and commissions as part of wages, but the tips and commissions combined with the employer's payment of wages to the employee shall not equal less than the living wage as provided in subsection A of this section. In the event an employee earns insufficient

SECTION 10 - NOTICE POSTING.

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A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0463 05/06/27 PM 12:51:46

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

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State of Missouri)
County of Jackson)

I, Cathy Stewart, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>James Weston</u>	<u>4-7-15</u>	<u>4200 TRACY</u>	<u>64110</u>	<u>JAMES WESTON</u>
<u>Bryan Dial</u>	<u>4-7-15</u>	<u>4516 Willow</u>	<u>64133</u>	<u>Bryan Dial</u>
<u>David Holloway</u>	<u>4-7-15</u>	<u>9021 E 56th Terr</u>	<u>64133</u>	<u>David Holloway</u>
<u>Bobby Conners</u>	<u>4-7-15</u>	<u>10542 E 45th Pl</u>	<u>64133</u>	<u>Bobby Conners</u>
<u>John P. ...</u>	<u>4-7-15</u>	<u>10302 E 45th St</u>	<u>64133</u>	<u>JOHN P. ...</u>
<u>Alana Abrought</u>	<u>4-7-15</u>	<u>10482 E 46th Terr</u>	<u>64133</u>	<u>ALANA ABROUGHT</u>
<u>Constance Shields</u>	<u>4-7-15</u>	<u>5217 Willow Ave</u>	<u>64133</u>	<u>Constance Shields</u>
<u>Diana Brown</u>	<u>4-7-15</u>	<u>9230 E 52nd St</u>	<u>64133</u>	<u>Diana Brown</u>
<u>Jennifer Wolfse</u>	<u>4-7-15</u>	<u>210 E 68th Terr</u>	<u>64113</u>	<u>Jennifer Wolfse</u>
<u>Tina Martin</u>	<u>4-7-15</u>	<u>10547 E 45th Terr</u>	<u>64133</u>	<u>Tina Martin</u>

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Cathy Stewart
Circulator's Signature

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

Subscribed and sworn to before me this 7 day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0464 05/06/2017 PM 12:51:49

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
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Phone: (816) 513-3360
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	4-7	4228 Appleton Ave	64133	Diana Sell
	4-7	5301 Willow Ave	64133	TARANAY DRUMMER
	4-7	5201 Willow Ave	64133	TARANAY DRUMMER
	4-7	4800 EVANSTON	64133	DORIS BETTY
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	4-7	10507 E 44 th St.	64106	THOMAS E CURTLEY
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PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County

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(NOTARY PUBLIC) [SEAL]

My Commission Expires: 5/22/2017
Commission # 13504912

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 Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<i>Bwendolyn Lee</i>	4/7/15	10525 E. 43rd #821	64133	Bwendolyn Lee
<i>Genevieve Hill</i>	4/7/15	9053 E. 51 st Terrace	64133	Genevieve Hill
<i>Albert Hill</i>	4/7/15	9053 E. 51 st Terrace	64133	ALBERT Hill
<i>Patty Scarlett</i>	4/7/15	4711 Maywood	64133	PATTY Scarlett
<i>James J. Scarlett</i>	4/7/15	4711 Maywood	64133	James J. Scarlett
<i>Patricia Hill</i>	4/7/15	10601 E. 50 th Terrace	64133	Patricia Hill
<i>L J Typh</i>	4/7/15	4406 Appleton	64133	L J Typh
<i>Ruth L. Stevens</i>	4/7/15	10008 E 42 nd St	64133	Ruth L. Stevens
<i>R. Coleman</i>	4/7/15	9401 E. 47 th St	64133	R. Coleman
<i>Thonda Smith</i>	4/7/15	4701 Hedges	64133	Thonda Smith

I signed the foregoing petition paper and each of them signed his or her name hereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Cathy Stewart
 Circulator's Signature

PAMELA C. McDONALD
 Notary Public - Notary Seal
 STATE OF MISSOURI
 Jackson County
 My Commission Expires: 5/22/2017
 Commission # 13504912

Subscribed and sworn to before me this 7 day of April, 2015

Pamela C. McDonald
 (NOTARY PUBLIC) [SEAL]

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

WHEREAS, an increase in the minimum wage paid to employees could potentially increase workplace productivity, save costs through reduced employee turnover, boost income for families, restore work/family balance, enhance the local tax base, and reduce certain health care costs; and

WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNSEL:

SECTION 1 - AUTHORITY.

This Ordinance is enacted pursuant to its general police powers and the authority to provide for the general health and welfare of its citizens as established by the Missouri Constitution, Article VI, Section 19(a), giving a charter city all powers which are consistent with the Missouri Constitution and that are not limited or denied by the City of Kansas City, Missouri Charter or by statute.

SECTION 2 - DEFINITIONS.

A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

(5) Any employee that is the parent, spouse, child or other member of the employer's immediate family; for purposes of this subsection, the employer shall include the principal stockholder of a family corporation;

(6) Interns working for a business for academic credit in connection with a course of study at an accredited school, college or university; and

(7) Persons working for a business in connection with a court-ordered community service program.

SECTION 4 - FINDINGS.

A. The City Council finds that the public welfare, health, safety and prosperity of citizens of the City of Kansas City, Missouri requires that citizens be paid a living wage sufficient to ensure a decent and healthy life;

B. The City Council finds that establishing a mandatory minimum hourly wage will promote the public welfare, health, safety and prosperity by ensuring that citizens can better support and care for their families through their own efforts;

C. The City Council finds that when businesses do not pay adequate wages, the community bears the cost in the form of increased demand for taxpayer-funded social services;

D. The City Council finds that it is in the public interest to require that employers benefiting from the opportunity to do business in the City of Kansas City, Missouri pay employees a living wage that is adequate to meet the basic needs of living in the City of Kansas City, Missouri.

SECTION 5 - LIVING WAGE PAYMENT REQUIREMENTS.

A. Except as provided in subsection B, the living wage paid to an employee not excluded as set forth above, shall be ten dollars (\$10.00) per hour, effective September 1, 2015. Beginning September 1, 2017, the living wage shall be increased by \$1.25 each year thereafter for the next four years. The City of Kansas City, Missouri shall post the living wage established by this Ordinance on its website after this Ordinance becomes effective and at least ninety (90) days prior to each adjustment of the living wage.

B. An employee who customarily and regularly receives more than thirty dollars (\$30.00) a month in tips and/or commissions shall be paid at least a base wage equivalent to sixty percent of the living wage established by this Ordinance. Initially the base wage rate shall be six dollars (\$6.00). That wage will increase simultaneously and proportionately with each living wage increase. The employer may consider tips and commissions as part of wages, but the tips and commissions combined with the employer's payment of wages to the employee shall not equal less than the living wage as provided in subsection A of this section. In the event an employee earns insufficient

SECTION 10 - NOTICE POSTING.

Any holder of a City of Kansas City, Missouri business license shall, as a condition of obtaining or holding a business license, post and display in a prominent location next to its business license a notice that the business is in compliance with the provisions of this Ordinance and shall include the text of Sections 3 and 5 of this Ordinance. Failure to comply with this Section shall be construed as a violation of this Ordinance and, in addition, shall be considered grounds for suspension, revocation, or termination of the business license.

SECTION 11 - PROCEDURE.

A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

SECTION 12 - EFFECTIVE DATE.

This Ordinance shall become effective the later of September 1, 2015 or sixty (60) days after its adoption by the City Council.

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0466 05/06/2015 PM 12:51:57

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Marilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

The following five electors of the City, as the Committee of Petitioners, shall be regarded as filing the Petition:

<u>Rev. Samuel E. Mann</u>	<u>3665 Harrison Blvd, Kansas City, MO 64109</u>
<u>Lloyd Fields</u>	<u>7500 E. 110th Street, Kansas City, MO 64134</u>
<u>Rodney Williams</u>	<u>1104 W. 101st Terrace Apt. C, Kansas City, MO 64114</u>
<u>Tex Sample</u>	<u>4219 N. Jarboe CT., Kansas City, MO 64116</u>
<u>Wallace S. Hartsfield</u>	<u>2843 Benton Blvd., Kansas City, MO 64128</u>

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

Cathy Stewart being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>Anna Deckard</u>	<u>4/7/15</u>	<u>4505 Harvard</u>	<u>64133</u>	<u>Anna Deckard</u>
<u>CLYDE DECKARD</u>	<u>4/2/15</u>	<u>4505 HARVARD BL</u>	<u>64133</u>	<u>Clyde Deckard</u>
<u>SPANNON HANCOCK</u>	<u>4/7/15</u>	<u>10900 49th St</u>	<u>64133</u>	<u>Anna Hancock</u>
<u>Jeffrey Smith</u>	<u>4/7/13</u>	<u>5206 Hedges CT</u>	<u>64133</u>	<u>Jeffrey Smith</u>
<u>DRYAN SMITH</u>	<u>4/7/15</u>	<u>5506 Hedges Ct</u>	<u>64133</u>	<u>Dryan Smith</u>
<u>WALTER R. KRETZSCHMER</u>	<u>4/6/15</u>	<u>4806 Northern</u>	<u>64133</u>	<u>WALTER R. KRETZSCHMER</u>
<u>BRIAN RAY KRETZSCHMER</u>	<u>4/15/15</u>	<u>4806 Northern</u>	<u>64133</u>	<u>Brian Ray Kretzschmer</u>
<u>MARTHA K. HUDSON</u>	<u>4/7/2015</u>	<u>4718 Northern Ave R.</u>	<u>64133</u>	<u>MARTHA K. HUDSON</u>
<u>LINDA ROBINS</u>	<u>4/7/15</u>	<u>9201 E. 51ST TERR</u>	<u>64133</u>	<u>LINDA ROBINS</u>
<u>Helen Hood</u>	<u>4/7/15</u>	<u>39702 Hayward Ave</u>	<u>64133</u>	<u>Helen Hood</u>

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Cathy Stewart
Circulator's Signature

Subscribed and sworn to before me this 7 day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13604912

ORDINANCE NO. _____

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WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0467 05/06/27 PM 12:52:01

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

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State of Missouri)
County of Jackson)

Cathy Stewart, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<i>Vincent A. Gray</i>	4-7-15	10604 E. 42 nd St. Apt C KCMO	64133	Vincent A. Gray
<i>Kashonda Fuller</i>	4-7-15	10650 E. 46 th Terr	64133	Kashonda Fuller
<i>Theodora Singleton</i>	4-7-15	9087 E. 52 nd St	64133	Theodora Singleton
<i>John E. Siemann</i>	4-7-15	5021 Overton KCMO	64133	JOHN E. SIEMANN
<i>Leslie Washington</i>	4/7/15	5238 Overton KCMO	64133	Leslie Washington
<i>Emily M. Wrigley</i>	4/7/15	4830 HARVARD AVE KCMO	64133	EMILY M WRIGLEY
<i>Gloria Smith</i>	4/7/15	10719 E 93 rd K.C.M.O.	64133	Gloria Smith
<i>Laverna J. Crim</i>	4/7/15	10801 E. 50 th St. KCMO	64133	LAVERNA J. CRIM
<i>E W Friederichs</i>	4/7/15	19123 BB Cottell	64133	E W Friederichs
<i>Maxine Friederichs</i>	4/7/15	4123 Blue Rd Cat	64133	MAXINE FRIEDERICHS

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Cathy Stewart
Circulator's Signature

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Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
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Subscribed and sworn to before me this 7th day of April 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0468 05/06/17 PM 12:52:05

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
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State of Missouri)
County of Jackson)

I Carry Stewart being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<u>Terry Kay Abella</u>	4/7/15	9048 E 51 st Ten KCMO	64133	Terry Kay Abella
<u>Barbara Ann Hill</u>	4/7/15	10311 E 45 th Terrace	64133	BARBARA ANN HILL
<u>Richard Chrisman</u>	4/7/15	5033 Hawthorne	64113	Richard Chrisman
<u>Shawntell Martin</u>	4/7/15	10518 East 46 th St	64133	Shawntell Martin
<u>Carolyn McClinton</u>	4/7/15	10715 East 43rd	64133	Carolyn McClinton
<u>Kay Wing</u>	4/7/15	4728 Cedar Ave	64133	KAY L. WING
<u>Ronald S. Wing</u>	4-7-15	4728 Cedar ave	64133	Ronald S. Wing
<u>Cassandra Pitts</u>	4/7/15	10507 E 45 th Pl, KCMO	64133	Cassandra Pitts
<u>Robert Russo</u>	4-7-15	9144 E 43 rd Pl Ten	64133	Robert Russo
<u>Gary Lenon</u>	4-7-15	4320 No. Theben Ave 2823	64133	Gary Lenon

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Carry Stewart
Circulator's Signature

Subscribed and sworn to before me this 4th day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

WHEREAS, an increase in the minimum wage paid to employees could potentially increase workplace productivity, save costs through reduced employee turnover, boost income for families, restore work/family balance, enhance the local tax base, and reduce certain health care costs; and

WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNSEL:

SECTION 1 - AUTHORITY.

This Ordinance is enacted pursuant to its general police powers and the authority to provide for the general health and welfare of its citizens as established by the Missouri Constitution, Article VI, Section 19(a), giving a charter city all powers which are consistent with the Missouri Constitution and that are not limited or denied by the City of Kansas City, Missouri Charter or by statute.

SECTION 2 - DEFINITIONS.

A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

(5) Any employee that is the parent, spouse, child or other member of the employer's immediate family; for purposes of this subsection, the employer shall include the principal stockholder of a family corporation;

(6) Interns working for a business for academic credit in connection with a course of study at an accredited school, college or university; and

(7) Persons working for a business in connection with a court-ordered community service program.

SECTION 4 - FINDINGS.

A. The City Council finds that the public welfare, health, safety and prosperity of citizens of the City of Kansas City, Missouri requires that citizens be paid a living wage sufficient to ensure a decent and healthy life;

B. The City Council finds that establishing a mandatory minimum hourly wage will promote the public welfare, health, safety and prosperity by ensuring that citizens can better support and care for their families through their own efforts;

C. The City Council finds that when businesses do not pay adequate wages, the community bears the cost in the form of increased demand for taxpayer-funded social services;

D. The City Council finds that it is in the public interest to require that employers benefiting from the opportunity to do business in the City of Kansas City, Missouri pay employees a living wage that is adequate to meet the basic needs of living in the City of Kansas City, Missouri.

SECTION 5 - LIVING WAGE PAYMENT REQUIREMENTS.

A. Except as provided in subsection B, the living wage paid to an employee not excluded as set forth above, shall be ten dollars (\$10.00) per hour, effective September 1, 2015. Beginning September 1, 2017, the living wage shall be increased by \$1.25 each year thereafter for the next four years. The City of Kansas City, Missouri shall post the living wage established by this Ordinance on its website after this Ordinance becomes effective and at least ninety (90) days prior to each adjustment of the living wage.

B. An employee who customarily and regularly receives more than thirty dollars (\$30.00) a month in tips and/or commissions shall be paid at least a base wage equivalent to sixty percent of the living wage established by this Ordinance. Initially the base wage rate shall be six dollars (\$6.00). That wage will increase simultaneously and proportionately with each living wage increase. The employer may consider tips and commissions as part of wages, but the tips and commissions combined with the employer's payment of wages to the employee shall not equal less than the living wage as provided in subsection A of this section. In the event an employee earns insufficient

SECTION 10 - NOTICE POSTING.

Any holder of a City of Kansas City, Missouri business license shall, as a condition of obtaining or holding a business license, post and display in a prominent location next to its business license a notice that the business is in compliance with the provisions of this Ordinance and shall include the text of Sections 3 and 5 of this Ordinance. Failure to comply with this Section shall be construed as a violation of this Ordinance and, in addition, shall be considered grounds for suspension, revocation, or termination of the business license.

SECTION 11 - PROCEDURE.

A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

SECTION 12 - EFFECTIVE DATE.

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It is unlawful for anyone to sign any initiative petition with any name other than his or her own, or knowingly to sign his or her name more than once for the same measure for the same election, or sign a petition when such person knows he or she is not a registered voter, or encourage anyone to do so.

PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0469 05/06/2017 PM 12:52:09

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

The following five electors of the City, as the Committee of Petitioners, shall be regarded as filing the Petition:

Rev. Samuel E. Mann	3665 Harrison Blvd, Kansas City, MO 64109
Lloyd Fields	7500 E. 110 th Street, Kansas City, MO 64134
Rodney Williams	1104 W. 101 st Terrace Apt. C, Kansas City, MO 64114
Tex Sample	4219 N. Jarboe CT., Kansas City, MO 64116
Wallace S. Hartsfield	2843 Benton Blvd., Kansas City, MO 64128

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

Kristi Whitaker
Circulator's Printed Name

being duly sworn, under oath state that the following person, to wit:

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
Howard R. Johnson Jr.	4-7	15207 Lee Summit	64030	Howard R. Johnson Jr.
Bridget Berry	4-7	2123 E. 83rd St.	64132	Bridget Berry
Kathryn Poff	4-7	9701 Woodlawn	64113	Kathryn Poff
Clara Green	4-7	7317 Cleveland	64132	Clara Green
Rebyn Robins	4-7	1112 E 84th St	64131	Rebyn Robins
Payton Hatfield	4-7	9125 Cherry	64131	Payton Hatfield
Annie Scott	4-7	10026 101st St E	64114	Annie Scott
Diana Masterson	4-7	818 E 93rd Terr	64131	Diana Masterson
Danielle Andrey	4-7	7209 Highland	64131	Danielle Andrey
HENRY LUTON	4-7	10907 HARRISON	64131	HENRY LUTON

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Kristi Whitaker
Circulator's Signature

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

Subscribed and sworn to before me this 7 day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC)

[SEAL]

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WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

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WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

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A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

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Any holder of a City of Kansas City, Missouri business license shall, as a condition of obtaining or holding a business license, post and display in a prominent location next to its business license a notice that the business is in compliance with the provisions of this Ordinance and shall include the text of Sections 3 and 5 of this Ordinance. Failure to comply with this Section shall be construed as a violation of this Ordinance and, in addition, shall be considered grounds for suspension, revocation, or termination of the business license.

SECTION 11 - PROCEDURE.

A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

To: Mayor and Council City of Kansas City, Missouri &
 The Honorable Marilyn Sanders
 City Clerk of Kansas City, Missouri
 25th Floor, City Hall
 414 East 12th Street
 Kansas City, Missouri 64106

Phone: (816) 513-3360
 Fax: (816) 513-3353
 E-mail: Mayilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

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Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
 County of Jackson)

I, SHAVONDA R. FEITON, being duly sworn, under oath state that the following person, to wit:
 Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
1. Anna Stuart	4/7/15	4001 Bellefontaine	64130	ANNA R. STUART
2. Robert Stuart	4/7/15	4001 Bellefontaine	64130	ROBERT L. STUART
3. Willetta Guyon	4/7/15	1210 MONTROE	64127	WILLETTA GUYON
4. Eugenia Woodruff	4/7/15	4315 E 39th St	64130	EUGENIA WOODRUFF
5. Benaiah Williams	4-7-15	4047 BENTON BLVD	64130	BENAIAH WILLIAMS
6. Lee Leland	4-7-15	NEAR 235 th E. BLVD	64128	LEE LE LAND
7. Kevin White	4-7-15	4016 MONTGALL	64130	KEVIN WHITE
8. John E. Howard	4-7-15	3922 Benton Blvd	64130	JOHN E. HOWARD
9. Jolanda Riddle Sprague	4/7/15	4315 E 39th St	64130	JOLANDA RIDDLE SPRAGUE
10. Chris Sams	4/7/15	3932 Bellefontaine	64130	CHRIS SAMS

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Shavonda R. Feiton
 Circulator's Signature

Subscribed and sworn to before me this 7th day of April, 2015

Pamela C. McDonald
 (NOTARY PUBLIC) (SEAL)

PAMELA C. McDONALD
 Notary Public - Notary Seal
 STATE OF MISSOURI
 Jackson County
 My Commission Expires: 5/22/2017
 Commission # 13504912

ORDINANCE NO. _____

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

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To: Mayor and Council City of Kansas City, Missouri &
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State of Missouri)
County of Jackson)

I SHAWNDA R. FEITON, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<i>Pamela Davis</i>	4/7/15	4023 College	64130	PAMELA C DAVIS
<i>Mauri L. Grant</i>	4-7-15	2714 46th St.	64130	MARION E. GRANT
<i>Marquita Grant</i>	4-7/15	4100 Park Ave KCMO	64130	Marquita Grant
<i>Shirley Childress</i>	4/7/15	4012 Bellefontaine KCMO	64130	Shirley Childress
<i>Helene Williams</i>	4/7/15	3927 College	64130	HELENE WILLIAMS
<i>Deloris Harris</i>	4/7/15	4038 College	64130	DELORIS HARRIS
<i>Demetre Heard</i>	4/7/15	5705 Michigan Ave	64130	Demetre Heard
<i>Tere Raphael</i>	4/7/15	3934 Bellefontaine	64130	Tere Raphael
<i>D.B. Miller</i>	4/7/15	3915-19 prospect	64130	D.B. MILLER
<i>Kelan Jackson</i>	4/7/15	3812 Highland	64128	KELAN JACKSON

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Shawnda R. Feiton
Circulator's Signature

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Notary Public - Notary Seal
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(5) Any employee that is the parent, spouse, child or other member of the employer's immediate family; for purposes of this subsection, the employer shall include the principal stockholder of a family corporation;

(6) Interns working for a business for academic credit in connection with a course of study at an accredited school, college or university; and

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SECTION 4 - FINDINGS.

A. The City Council finds that the public welfare, health, safety and prosperity of citizens of the City of Kansas City, Missouri requires that citizens be paid a living wage sufficient to ensure a decent and healthy life;

B. The City Council finds that establishing a mandatory minimum hourly wage will promote the public welfare, health, safety and prosperity by ensuring that citizens can better support and care for their families through their own efforts;

C. The City Council finds that when businesses do not pay adequate wages, the community bears the cost in the form of increased demand for taxpayer-funded social services;

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SECTION 5 - LIVING WAGE PAYMENT REQUIREMENTS.

A. Except as provided in subsection B, the living wage paid to an employee not excluded as set forth above, shall be ten dollars (\$10.00) per hour, effective September 1, 2015. Beginning September 1, 2017, the living wage shall be increased by \$1.25 each year thereafter for the next four years. The City of Kansas City, Missouri shall post the living wage established by this Ordinance on its website after this Ordinance becomes effective and at least ninety (90) days prior to each adjustment of the living wage.

B. An employee who customarily and regularly receives more than thirty dollars (\$30.00) a month in tips and/or commissions shall be paid at least a base wage equivalent to sixty percent of the living wage established by this Ordinance. Initially the base wage rate shall be six dollars (\$6.00). That wage will increase simultaneously and proportionately with each living wage increase. The employer may consider tips and commissions as part of wages, but the tips and commissions combined with the employer's payment of wages to the employee shall not equal less than the living wage as provided in subsection A of this section. In the event an employee earns insufficient

SECTION 10 - NOTICE POSTING.

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SECTION 11 - PROCEDURE.

A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

SECTION 12 - EFFECTIVE DATE.

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0472 05/06/2017 PM 12:52:23

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Marilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

The following five electors of the City, as the Committee of Petitioners, shall be regarded as filing the Petition:

Rev. Samuel E. Mann	3665 Harrison Blvd, Kansas City, MO 64109
Lloyd Fields	7500 E. 110 th Street, Kansas City, MO 64134
Rodney Williams	1104 W. 101 st Terrace Apt. C, Kansas City, MO 64114
Tex Sample	4219 N. Jarboe CT., Kansas City, MO 64116
Wallace S. Hartsfield	2843 Benton Blvd., Kansas City, MO 64128

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

I, SHAVONDA R. FEITON, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<i>Kenneth Garry-Bey</i>	4/7	3951 Agnes Kemo	64136	Kenneth Garry-Bey
<i>Austin Lybance</i>	4/7	4001 Agnes, KCMO	64130	Austin Lybance
<i>Maryell Long</i>	4/7	3926 Indiana	64130	Maryell Long
<i>Eljah Clark, Jr.</i>	4/7	12111 E. 68 th Terr KCMO	64133	ELIJAH CLARK, JR.
<i>Anthony King</i>	4/7	3023 N 20 th	66104	Anthony King
<i>Charles B. McField, Sr.</i>	4-7	3932 College	64136	CHARLES B. MCFIELD, SR.
<i>Shavonda R. Feiton</i>	4-7	1322 East 28 th	64130	SHAVONDA R. FEITON
<i>Ruby L McClain</i>	4-7	3927 Agnes	64130	Ruby L McClain
<i>Leola Witt</i>	4-7	4015 Montgall	64130	Leola Witt
<i>Charles L. Witt</i>	4-7	4015 Montgall	64130	Charles L. Witt

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Shavonda R. Feiton
Circulator's Signature

Subscribed and sworn to before me this 7th day of April, 2015
Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

WHEREAS, an increase in the minimum wage paid to employees could potentially increase workplace productivity, save costs through reduced employee turnover, boost income for families, restore work/family balance, enhance the local tax base, and reduce certain health care costs; and

WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNSEL:

SECTION 1 - AUTHORITY.

This Ordinance is enacted pursuant to its general police powers and the authority to provide for the general health and welfare of its citizens as established by the Missouri Constitution, Article VI, Section 19(a), giving a charter city all powers which are consistent with the Missouri Constitution and that are not limited or denied by the City of Kansas City, Missouri Charter or by statute.

SECTION 2 - DEFINITIONS.

A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

(4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0473 05/06/2015 PM 12:52:26

To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

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State of Missouri)
County of Jackson)

SHARONDA R. FELTON, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
	4/7/15	Gregg Tabernacle	64130	Larry Smith
	4/7/15	W. Vernon	64130	MARIEVELYN WEBB
	4/7/15	Barbara Davis	64130	Barbara Davis
	4/7/15	4039 Collegiate	64130	ANNIE M. PICKETT
	4/7/15	3412 Harrison	64109	Toinita Cowans
	4/7/15	4845 Monroe	64130	Andre Gooden
	4/7/15	3935 Collegiate	64130	JERUSHA M. DILLARD
	4/7/15	3925 Suburban	64130	Keith Bowman
	4-7-15	3901 Forest	64110	Jaron Stewart
	4-7-15	4033 Montgall	64130	George Marton

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Circulator's Signature

Subscribed and sworn to before me this 7 day of April, 2015

(NOTARY PUBLIC) [SEAL]

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2015
Commission # 13504912

ORDINANCE NO. _____

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WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

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PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

0474 05/06/27 11125230

To: Mayor and Council City of Kansas City, Missouri &
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Phone: (816) 513-3360
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State of Missouri)
County of Jackson)

I, THEOPHILUS SAVAGE, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<i>[Signature]</i>	4-7-15	3200 Cleveland	64130	Antoinette T Smith
<i>[Signature]</i>	4-7-15	3949 Monroe	64130	John McCain
<i>[Signature]</i>	4/7/15	4030 Monroe Ave	64130	Clarence Beech
<i>[Signature]</i>	4/7/15	4211 E 39 Street	64128	ELIA MURRAY
<i>[Signature]</i>	4/7/15	4211 E 39 St	64128	Rudolphus MURRAY
<i>[Signature]</i>	4-7-15	4205 E 39 St	64128	Antonio Rendie
<i>[Signature]</i>	4/7/15	3904 Monroe Ave	64130	Margaret Townsend
<i>[Signature]</i>	4-7-15	3904 Monroe Ave	64130	LeeAnna Thomas
<i>[Signature]</i>	4-7-15	3904 Monroe Ave	64130	Rudolph Thomas
<i>[Signature]</i>	4-7-15	3914 Bobb	64130	BOSIE JACOBS

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[Signature]
Circulator's Signature

Subscribed and sworn to before me this 7 day of April, 2015

[Signature]
(NOTARY PUBLIC)

[SEAL]

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

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It is unlawful for anyone to sign any initiative petition with any name other than his or her own, or knowingly to sign his or her name more than once for the same measure for the same election, or sign a petition when such person knows he or she is not a registered voter, or encourage anyone to do so.

PETITION FOR INITIATIVE TO ESTABLISH A LIVING WAGE IN THE CITY OF KANSAS CITY, MISSOURI

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To: Mayor and Council City of Kansas City, Missouri &
The Honorable Marilyn Sanders
City Clerk of Kansas City, Missouri
25th Floor, City Hall
414 East 12th Street
Kansas City, Missouri 64106

Phone: (816) 513-3360
Fax: (816) 513-3353
E-mail: Mayilyn.Sanders@kcmo.org

The undersigned, being duly registered voters of the City of Kansas City, Missouri, respectfully request that the Code of Ordinances of the City of Kansas City, Missouri, be amended to enact a new Section establishing a living wage within the City of Kansas City, Missouri; specifying employers subject to the living wage; making findings as to the necessity of a living wage; establishing a prohibition against retaliation for reporting violations of the living wage; providing for remedies and penalties; providing the process to be employed upon complaints of violations; establishing severability; and providing an effective date; and that it be submitted to the qualified voters of the City of Kansas City, Missouri, for their approval or rejection at the next municipal, state, or general election, or as may otherwise be provided by law. A copy of the proposed Ordinance is attached hereto.

The following five electors of the City, as the Committee of Petitioners, shall be regarded as fling the Petition:

Rev. Samuel E. Mann	3665 Harrison Blvd, Kansas City, MO 64109
Lloyd Fields	7500 E. 110 th Street, Kansas City, MO 64134
Rodney Williams	1104 W. 101 st Terrace Apt. C, Kansas City, MO 64114
Tex Sample	4219 N. Jarboe CT., Kansas City, MO 64116
Wallace S. Hartsfield	2843 Benton Blvd., Kansas City, MO 64128

Each of the undersigned agrees that this Petition may be filed in counterparts, without the presentation of other signed counterparts to those who have signed below. Any questions or comments regarding this Petition may be directed to Rev. Samuel E. Mann.

State of Missouri)
County of Jackson)

I Theopris Savage, being duly sworn, under oath state that the following person, to wit:
Circulator's Printed Name

Name (signature)	Date Signed	Registered Voting Address	Zip Code	Name (printed or typed)
<i>Charles L. Williams Jr</i>	4-7-15	7223 Tracy Ave KCMO	64131	Charles L. Williams Jr
<i>Nancy Wilson</i>	4/7/15	4028 Myrtle Ave KCMO 64130	64130	Nancy Wilson
<i>Tim Harblanc</i>	4-7-15	4026 Myrtle Ave K.C. MO 64130	64130	Tim Harblanc
<i>Roderick S. Allard</i>	4-7-15	4019 Merington KCMO	64130	Roderick S. Allard
<i>James D. Jackson</i>	4-7-15	3931 Merington KCMO	64130	James D. Jackson
<i>M. Nabon</i>	4-7-15	3809 E. 40th St KCMO	64130	M. Nabon
<i>M. Nabon</i>	4/7/15	3809 E. 40th St	64130	M. Nabon
<i>HANETTE TOWNSEND</i>	4-7-15	3920 Monroe 64130		HANETTE TOWNSEND
<i>ELEANOR WARREN</i>	4-7-15	3904 CLEVELAND AVE	64130	Eleanor Warren
<i>Joseph Thomas</i>	4-7-15	3917 Monroe	64130	Joseph Thomas

signed the foregoing petition paper and each of them signed his or her name thereto in my presence. I believe that each has stated his or her name and address correctly, has signed the petition only once, and that each signer is an elector of Kansas City, Missouri.

Theopris Savage
Circulator's Signature

Subscribed and sworn to before me this 7 day of April, 2015

Pamela C. McDonald
(NOTARY PUBLIC) [SEAL]

PAMELA C. McDONALD
Notary Public - Notary Seal
STATE OF MISSOURI
Jackson County
My Commission Expires: 5/22/2017
Commission # 13504912

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A LIVING WAGE WITHIN THE CITY OF KANSAS CITY, MISSOURI; SPECIFYING EMPLOYERS SUBJECT TO THE LIVING WAGE; MAKING FINDINGS AS TO THE NECESSITY OF A LIVING WAGE; ESTABLISHING A PROHIBITION ON RETALIATION FOR REPORTING VIOLATIONS OF THE LIVING WAGE; PROVIDING FOR REMEDIES AND PENALTIES; PROVIDING THE PROCESS TO BE EMPLOYED UPON COMPLAINTS OF VIOLATIONS; ESTABLISHING SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, to safeguard the public welfare, health, safety, and prosperity of the people in the City of Kansas City, Missouri, it is essential that working persons earn wages that ensure a decent and healthy life; and

WHEREAS, a number of Kansas City, Missouri families live below the poverty level, and many who are employed do not earn sufficient wages to be self-sufficient; and

WHEREAS, when businesses do not pay a livable wage the community and taxpayers bear associated costs in the form of increased demand for taxpayer-funded services, including emergency medical services, homeless shelters, and other social services and community-based services; and

WHEREAS, an increase in the minimum wage paid to employees could potentially increase workplace productivity, save costs through reduced employee turnover, boost income for families, restore work/family balance, enhance the local tax base, and reduce certain health care costs; and

WHEREAS, the Council now desires to adopt an ordinance to increase the Minimum Wage to be provided to employees working in the City of Kansas City, Missouri;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNSEL:

SECTION 1 - AUTHORITY.

This Ordinance is enacted pursuant to its general police powers and the authority to provide for the general health and welfare of its citizens as established by the Missouri Constitution, Article VI, Section 19(a), giving a charter city all powers which are consistent with the Missouri Constitution and that are not limited or denied by the City of Kansas City, Missouri Charter or by statute.

SECTION 2 - DEFINITIONS.

A. "Apprentice" means a person bound to serve another for a specified time in order to learn some art, trade, profession, or business;

- (4) Temporary employees of an educational, charitable or religious youth camp or retreat where room and board are provided to the employee, or if a day camp, where board only is provided. To qualify under this exemption the employer must hold a valid certificate issued annually by the Director of the Missouri Department of Labor pertaining to exemption of seasonal employees;
- (5) Any employee that is the parent, spouse, child or other member of the employer's immediate family; for purposes of this subsection, the employer shall include the principal stockholder of a family corporation;
- (6) Interns working for a business for academic credit in connection with a course of study at an accredited school, college or university; and
- (7) Persons working for a business in connection with a court-ordered community service program.

SECTION 4 - FINDINGS.

- A. The City Council finds that the public welfare, health, safety and prosperity of citizens of the City of Kansas City, Missouri requires that citizens be paid a living wage sufficient to ensure a decent and healthy life;
- B. The City Council finds that establishing a mandatory minimum hourly wage will promote the public welfare, health, safety and prosperity by ensuring that citizens can better support and care for their families through their own efforts;
- C. The City Council finds that when businesses do not pay adequate wages, the community bears the cost in the form of increased demand for taxpayer-funded social services;
- D. The City Council finds that it is in the public interest to require that employers benefiting from the opportunity to do business in the City of Kansas City, Missouri pay employees a living wage that is adequate to meet the basic needs of living in the City of Kansas City, Missouri.

SECTION 5 - LIVING WAGE PAYMENT REQUIREMENTS.

- A. Except as provided in subsection B, the living wage paid to an employee not excluded as set forth above, shall be ten dollars (\$10.00) per hour, effective September 1, 2015. Beginning September 1, 2017, the living wage shall be increased by \$1.25 each year thereafter for the next four years. The City of Kansas City, Missouri shall post the living wage established by this Ordinance on its website after this Ordinance becomes effective and at least ninety (90) days prior to each adjustment of the living wage.
- B. An employee who customarily and regularly receives more than thirty dollars (\$30.00) a month in tips and/or commissions shall be paid at least a base wage equivalent to sixty percent of the living wage established by this Ordinance. Initially the base wage rate shall be six dollars (\$6.00). That wage will increase simultaneously and proportionately with each living wage increase. The employer may consider tips and commissions as part of wages, but the tips and commissions combined with the employer's payment of wages to the employee shall not equal less than the living wage as provided in subsection A of this section. In the event an employee earns insufficient

SECTION 10 - NOTICE POSTING.

Any holder of a City of Kansas City, Missouri business license shall, as a condition of obtaining or holding a business license, post and display in a prominent location next to its business license a notice that the business is in compliance with the provisions of this Ordinance and shall include the text of Sections 3 and 5 of this Ordinance. Failure to comply with this Section shall be construed as a violation of this Ordinance and, in addition, shall be considered grounds for suspension, revocation, or termination of the business license.

SECTION 11 - PROCEDURE.

A complaint form for use in reporting violations of this Ordinance shall be available on the City webpage for use in reporting violations.

SECTION 12 - EFFECTIVE DATE.

This Ordinance shall become effective the later of September 1, 2015 or sixty (60) days after its adoption by the City Council.

