



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution # TMP 3248

Submitted Department/Preparer: Human Resources

Docket memos are required on all ordinances initiated by a Department Director. More information can be found in [Administrative Regulation \(AR\) 4-1](#).

Executive Summary

Sponsor: Director of the Human Resources Department

Amending Chapter 2 of the Code of Ordinances of the Kansas City, Missouri, Classification and Compensation Plan, by repealing Sections 2-1076, 2-1077, 2-1078, 2-1079, and 2-1080 and enacting in lieu thereof sections of like numbers and subject matters to create seven new job classifications, retitle three job classifications, eliminate fifteen job classifications and adjust the pay grades for four job classifications; amending Chapter 2, Code of Ordinances of the Kansas City, Missouri, Classification and Compensation Plan, by repealing Sections 2-1081, 2-1082, and 2-1083 to authorize new salaries for the Elective Judges of Municipal Court, Council members, and the Mayor; reducing the Contingent Appropriation of the General Fund by \$286,101; appropriating that amount from the Unappropriated Fund Balance of the General Fund for changes in compensation for the Mayor and Council members; and establishing an effective date for certain sections.

Discussion

Creating two new job classifications per Council Resolution No. 230256 for the Supported Employee Administrative and Labor workers. Retitles Budget Analyst to Financial Analyst, NHS Division Manager to NCS Division Manager and creates a Housing Division Manager for that department.

Individuals in these job classifications will receive a title change alone. Changing pay grades for the Airport Police Division to include Airport Police Officer from NE5 to NE6; Airport Police Sergeant from NE7 to NE9; Airport Police Lieutenant from EX3 to EX4 and Airport Police Detective from NE6 to NE7 due to recruitment, retention, and staffing issues at the upgraded airport. The new airport has been challenging to staff at all necessary shifts, and losing employees to other municipalities that are more competitive. At the request of the Mayor's Office, they would like to add a new job classification of Chief Aide to the Mayor that would better define the duties of that position.

The ordinance creates two new job classifications that are specific to medical billing and will better reflect the work performed by members of the billing unit in the Fire Department.

Fiscal Impact



City of Kansas City, Missouri

Docket Memo

1. Is this legislation included in the adopted budget? Yes No

2. What is the funding source?

The funding source for this legislation is the General Fund Contingent Appropriation. It will be reduced by \$286,101.

3. How does the legislation affect the current fiscal year?

The impact to FY24 will result in a reduction in the General Fund Contingent Appropriation in the amount of \$286,101.

4. Does the legislation have fiscal impact in future fiscal years? The use of new classifications by Departments, as approved, will determine Fiscal Impact. The changes in job classifications are not anticipated to be material.

5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?

This Legislation does not generate revenue or leverage outside funding. The return on investment relates to the retention of employees.

Office of Management and Budget Review

(OMB Staff will complete this section.)

1. This legislation is supported by the general fund. Yes No

2. This fund has a structural imbalance. Yes No

Additional Discussion (if needed)

The beginning balance for FY 2023-24 of Contingent Appropriation balance for FY 2023-24 is \$6,348,574. Contingent Appropriations represent 1% of total General Fund revenue, and are intended to be reserved for emergency expenses. The current balance of Contingent Appropriation is \$6,347,574. The balance of Contingent Appropriation legislation that has been docketed but not passed is \$3,323,101, including \$1,435,000 for Ordinance 230561, \$286,101 for Ordinance 230553, and \$1,602,000 for Ordinance 230476.

Citywide Business Plan (CWBP) Impact



City of Kansas City, Missouri

Docket Memo

View the [FY23 Citywide Business Plan](#)

Which CWBP goal is most impacted by this legislation?

Finance and Governance (Press tab after selecting.)

Which objectives are impacted by this legislation (select all that apply):

- Engage in workforce planning including employee recruitment, development, retention, and engagement
-
-
-
-
-

Prior Legislation

Council Resolution No. 230256

Service Level Impacts

None

Other Impacts

1. What will be the potential health impacts to any affected groups?

None

2. How have those groups been engaged and involved in the development of this ordinance?

N/A

City of Kansas City, Missouri

Docket Memo



3. How does this legislation contribute to a sustainable Kansas City?

N/A

4. Does the ordinance/resolution include Civil Rights antidiscrimination requirements in compliance with the Code of Ordinances (Chapter 38, titled “Civil Rights”)?

N/A

5. Has the ordinance/resolution been submitted for review of economic equity & inclusion requirements in compliance with the Code of Ordinances (Chapter 3, titled “Contracts and Leases”)?

N/A