



Agenda

Finance, Governance and Public Safety Committee

Katheryn Shields, Chair
Heather Hall, Vice Chair
Ryana Parks-Shaw
Melissa Robinson
Lee Barnes
Kevin McManus

Wednesday, April 19, 2023

10:30 AM

26th Floor, Council Chamber

PUBLIC OBSERVANCE OF MEETINGS

Members of the City Council may attend this meeting via videoconference.

Any closed session may be held via teleconference.

The public can observe this meeting at the links provided below.

Applicants and citizens wishing to participate have the option of attending each meeting or they may do so through the videoconference platform ZOOM, using this link:
<https://us02web.zoom.us/j/84530222968>

Director of the Law Department

[230333](#) Sponsor: Director of the Law Department

Approving and authorizing settlement of lawsuit entitled Daryl Baker v. City of Kansas City, Missouri, et. al., Case No. 1816-CV11892, in the amount of \$150,000.00.

Attachments: [docket memo-baker](#)

Director of the Law Department

[230334](#) Sponsor: Director of the Law Department

Approving and authorizing settlement of a lawsuit entitled Shannon Freeman v. City of Kansas City, Missouri, Case No. 2116-CV06156, in the amount of \$200,000.00.

Attachments: [docket memo-freeman](#)

Director of the Law Department

[230335](#) Sponsor: Director of the Law Department

Approving and authorizing settlement of a lawsuit entitled Dominic Bernal v. City of Kansas City, Missouri, Case No. 2116-CV15804.

Attachments: [docket memo-bernal](#)

Director of Human Resources

[230311](#) Sponsor: Director of Human Resources Department

Amending Chapter 2 of the Code of Ordinances of the Kansas City, Missouri, Classification and Compensation Plan, by repealing Sections 2-1075, 2-1076, 2-1077, 2-1078, 2-1079, 2-1080, 2-1086, 2-1088, 2-1092 and 2-1099 and enacting in lieu thereof sections of like numbers and subject matters to adjust the pay scales for IAFF Local 42 and IAFF Local 3808 in accordance with their collective bargaining agreements; creating five new job classifications; retitling two job classifications; adjusting the pay grades for eight job classifications; and updating City compensation policies.

Attachments: [Docket Memo -Year End Compensation Ordinance](#)

HELD IN COMMITTEE

Director of Finance

[230284](#) Sponsor: Director of the Finance Department

Estimating revenue and adjusting appropriations in various funds in connection with the third quarter analysis; appropriating Fiscal Year 2022-23 unexpended and unencumbered balances in various funds to the same accounts and funds in Fiscal Year 2023-24 as designated; and recognizing this ordinance as having an accelerated effective date.

Attachments: [Docket Memo - FY 23 Year End](#)
[Approp Admin - Year End](#)

ADDITIONAL BUSINESS

1. Staff from the Finance Department will present the January 31, 2023 Cash Basis Financial Report and the FY 2022-23 Third Quarter Budget Analysis
2. There may be a general discussion regarding current Finance, Governance, and Public Safety issues
3. Those who wish to comment on proposed ordinances can provide testimony to public.testimony@kcmo.org.

Comments received will be distributed to the committee and added to the public record by the clerk. The city provides several ways for residents to watch City Council meetings:

Live Stream on the city's website at www.kcmo.gov

Live Stream on the city's YouTube channel at: <https://www.youtube.com/watch?v=3hOuBlg4fok>

Watch Channel 2 on your cable system.

The channel is available through Time Warner Cable (channel 2 or 98.2), AT&T U-verse (channel 99, then select Kansas City), and Google Fiber on Channel 142.

To watch archived meetings, visit the City Clerk's website and look in the Video on Demand section:

http://kansascity.granicus.com/ViewPublisher.php?view_id=2 Closed Session
Pursuant to Section 610.021 subsection 1 of the Revised Statutes of Missouri to discuss legal matters, litigation, or privileged communications with attorneys;

Pursuant to Section 610.021 subsection 2 of the Revised Statutes of Missouri to discuss real estate;

Pursuant to Section 610.021 subsections 3 and 13 of the Revised Statutes of Missouri to discuss personnel matters;

Pursuant to Section 610.021 subsection 9 of the Revised Statutes of Missouri to discuss employee labor negotiations;

Pursuant to Section 610.021 subsection 11 of the Revised Statutes of Missouri to discuss specifications for competitive bidding;

Pursuant to Section 610.021 subsection 12 of the Revised Statutes of Missouri to discuss sealed bids or proposals; or

Pursuant to Section 610.021 subsection 17 of the Revised Statutes of Missouri to discuss confidential or privileged communications with the auditor

The City Clerk's Office now has equipment for the hearing impaired for every meeting. To check out the equipment, please take a look at each committee's secretary. Be prepared to leave your Driver's License or State issued Identification Card with the secretary, and she /He will give you the equipment. The City Clerk's Office will return your license upon returning the equipment.

Adjournment



File #: 230333

ORDINANCE NO. 230333

Sponsor: Director of the Law Department

Approving and authorizing settlement of lawsuit entitled *Daryl Baker v. City of Kansas City, Missouri, et. al.*, Case No. 1816-CV11892, in the amount of \$150,000.00.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the payment of the sum of \$150,000.00 in settlement of the lawsuit styled *Daryl Baker v. City of Kansas City, Missouri, et. al.*, Case No. 1816-CV11892, as recommended by the City Attorney and the Risk Management Committee, is hereby approved.

Section 2. That the City Attorney is hereby authorized to pay the sum of \$150,000.00 in settlement of said claims in this lawsuit from funds previously appropriated charge in Account No. 23-7010-131543-B, City Legal Expense Fund.

..end

I hereby certify that there is a balance, otherwise unencumbered, to the credit of the appropriation to which the foregoing expenditure is to be charged, and a cash balance, otherwise unencumbered, in the treasury, to the credit of the fund from which payment is to be made, each sufficient to meet the obligation hereby incurred.

Tammy L. Queen
Director of Finance

Approved as to form:

James A. Newell
Assistant City Attorney



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #

Submitted Department/Preparer: Law

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

Approving a settlement of \$150,000 for Baker v. Kansas City, Missouri, et. al., Case No. 1816-CV11892

Discussion

Plaintiff brought a lawsuit claiming race discrimination, retaliation, and hostile work environment, along with assault and battery against the co-defendant. The proposed settlement resolves all liability, damages, and attorney's fees.

Fiscal Impact

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

2. What is the funding source?

23-7010-131543-618200

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

Decreases available funds by \$150,000.

4. Does the legislation have fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.

No.

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

No.

Office of Management and Budget Review

(OMB Staff will complete this section.)

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



City of Kansas City, Missouri

Docket Memo

2. This fund has a structural imbalance.

Yes No

Additional Discussion (if needed)

Click or tap here to enter text.

Citywide Business Plan (CWBP) Impact

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):

- Reform the City's economic incentives to meet the policy objectives of the City Council
- Ensure the resiliency of City government
- Engage in workforce planning including employee recruitment, development, retention, and engagement
- Ensure a responsive, representative, engaged, and transparent City government
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Prior Legislation

ClickNone or tap here to list prior related ordinances/resolutions.

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?



City of Kansas City, Missouri

Docket Memo

Not applicable

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

Not applicable

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

No

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")?

Not applicable



File #: 230334

ORDINANCE NO. 230334

Sponsor: Director of the Law Department

Approving and authorizing settlement of a lawsuit entitled *Shannon Freeman v. City of Kansas City, Missouri*, Case No. 2116-CV06156, in the amount of \$200,000.00.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the payment of the sum of \$200,000.00 for the settlement of claims asserted by Shannon Freeman in the lawsuit styled *Shannon Freeman v. City of Kansas City, Missouri*, Case No. 2116-CV06156, as recommended by the City Attorney and the Risk Management Committee, is hereby approved.

Section 2. That the City Attorney is hereby authorized to pay the sum of \$200,000.00 in settlement of said claims asserted by Shannon Freeman in this lawsuit from funds previously appropriated in Account No. 23-7010-131543-618200, City Legal Expense Fund.

..end

I hereby certify that there is a balance, otherwise unencumbered, to the credit of the appropriation to which the foregoing expenditure is to be charged, and a cash balance, otherwise unencumbered, in the treasury, to the credit of the fund from which payment is to be made, each sufficient to meet the obligation hereby incurred.

Tammy L. Queen
Director of Finance

Approved as to form:

Mattison T. Harvey
Assistant City Attorney



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #

Submitted Department/Preparer: Law

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

Approving a settlement of \$200,000.00 for Shannon Freeman v. City of Kansas City, Case No. 2116-CV06156.

Discussion

Plaintiff brought a lawsuit claiming disability discrimination, retaliation, hostile work environment, and discrimination based on the exercise of workers' compensation rights. The proposed settlement resolves all liability, damages, and attorneys' fees.

Fiscal Impact

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

2. What is the funding source?

23-7010-131543-618200

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

Decreases available funds by \$200,000.00.

4. Does the legislation have fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.

No.

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

No.

Office of Management and Budget Review

(OMB Staff will complete this section.)

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



City of Kansas City, Missouri

Docket Memo

2. This fund has a structural imbalance.

Yes No

Additional Discussion (if needed)

Click or tap here to enter text.

Citywide Business Plan (CWBP) Impact

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):

- Reform the City's economic incentives to meet the policy objectives of the City Council
- Ensure the resiliency of City government
- Engage in workforce planning including employee recruitment, development, retention, and engagement
- Ensure a responsive, representative, engaged, and transparent City government
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Prior Legislation

None.

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?



City of Kansas City, Missouri

Docket Memo

Not applicable.

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

Not applicable.

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

No.

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")?

Not applicable.



File #: 230335

ORDINANCE NO. 230335

Sponsor: Director of the Law Department

Approving and authorizing settlement of a lawsuit entitled *Dominic Bernal v. City of Kansas City, Missouri*, Case No. 2116-CV15804.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the payment of the sum of \$250,000.00 for the settlement of claims asserted by Dominic Bernal in the lawsuit styled *Dominic Bernal v. City of Kansas City, Missouri*, Case No. 2116-CV15804, as recommended by the City Attorney and the Risk Management Committee, is hereby approved.

Section 2. That the City Attorney is hereby authorized to pay the sum of \$250,000.00 in settlement of said claims asserted by Dominic Bernal in this lawsuit from funds previously appropriated in Account No. 23-7010-131543-B, City Legal Expense Fund.

..end

I hereby certify that there is a balance, otherwise unencumbered, to the credit of the appropriation to which the foregoing expenditure is to be charged, and a cash balance, otherwise unencumbered, in the treasury, to the credit of the fund from which payment is to be made, each sufficient to meet the obligation hereby incurred.

Tammy L. Queen
Director of Finance

Approved as to form:

Mattison T. Harvey
Assistant City Attorney



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #

Submitted Department/Preparer: Law

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

Approving a settlement of \$250,000.00 for Dominic Bernal v. City of Kansas City, Case No. 2116-CV15804.

Discussion

Plaintiff brought a lawsuit claiming race discrimination, retaliation, hostile work environment, and wrongful termination. The proposed settlement resolves all liability, damages, and attorneys' fees.

Fiscal Impact

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

2. What is the funding source?

23-7010-131543-618200

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

Decreases available funds by \$250,000.00.

4. Does the legislation have fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.

No.

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

No.

Office of Management and Budget Review

(OMB Staff will complete this section.)

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



City of Kansas City, Missouri

Docket Memo

2. This fund has a structural imbalance.

Yes No

Additional Discussion (if needed)

Click or tap here to enter text.

Citywide Business Plan (CWBP) Impact

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):

- Reform the City's economic incentives to meet the policy objectives of the City Council
- Ensure the resiliency of City government
- Engage in workforce planning including employee recruitment, development, retention, and engagement
- Ensure a responsive, representative, engaged, and transparent City government
-
-

Prior Legislation

None.

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?



City of Kansas City, Missouri

Docket Memo

Not applicable.

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

Not applicable.

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

No.

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")?

Not applicable.



File #: 230311

ORDINANCE NO. 230311

Sponsor: Director of Human Resources Department

Amending Chapter 2 of the Code of Ordinances of the Kansas City, Missouri, Classification and Compensation Plan, by repealing Sections 2-1075, 2-1076, 2-1077, 2-1078, 2-1079, 2-1080, 2-1086, 2-1088, 2-1092 and 2-1099 and enacting in lieu thereof sections of like numbers and subject matters to adjust the pay scales for IAFF Local 42 and IAFF Local 3808 in accordance with their collective bargaining agreements; creating five new job classifications; retitling two job classifications; adjusting the pay grades for eight job classifications; and updating City compensation policies.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That Chapter 2, Code of Ordinances, entitled “Administration,” relating to the Classification and Compensation Plan, is hereby amended by repealing Sections 2-1075, 2-1076, 2-1077, 2-1078, 2-1079, 2-1080, 2-1086, 2-1088, 2-1092, and 2-1099, and enacting in lieu thereof new sections of like numbers and subject matters, to read as follows.

Sec. 2-1075. Salary schedules; pay grades therein.

The following salary schedules are hereby adopted:

- (1) For those classes of position within the managerial, professional, supervisory, and/or confidential group:

Pay Grade		Monthly	Annual	Bi-Weekly	Hourly
NE1	Minimum	\$2,666	\$31,996	\$1,230.62	\$15.38
	Maximum	\$3,999	\$47,993	\$1,845.88	\$23.07
NE2	Minimum	\$2,933	\$35,195	\$1,353.65	\$16.92
	Maximum	\$4,399	\$52,793	\$2,030.50	\$25.38
NE3	Minimum	\$3,226	\$38,715	\$1,489.04	\$18.61
	Maximum	\$5,094	\$61,128	\$2,351.08	\$29.39
NE4	Minimum	\$3,549	\$42,586	\$1,637.92	\$20.47
	Maximum	\$5,323	\$63,879	\$2,456.88	\$30.71
NE5	Minimum	\$3,904	\$46,845	\$1,801.73	\$22.52
	Maximum	\$5,856	\$70,267	\$2,702.58	\$33.78
NE6	Minimum	\$4,294	\$51,529	\$1,981.88	\$24.77
	Maximum	\$6,441	\$77,294	\$2,972.85	\$37.16

NE7	Minimum	\$4,724	\$56,682	\$2,180.08	\$27.25
	Maximum	\$7,085	\$85,023	\$3,270.12	\$40.88
NE8	Minimum	\$5,196	\$62,350	\$2,398.08	\$29.98
	Maximum	\$7,794	\$93,526	\$3,597.15	\$44.96
NE9	Minimum	\$5,612	\$67,338	\$2,589.92	\$32.37
	Maximum	\$8,417	\$101,008	\$3,884.92	\$48.56
EX1	Minimum	\$4,124	\$49,488	\$1,903.38	
	Maximum	\$6,186	\$74,232	\$2,855.08	
EX2	Minimum	\$4,619	\$55,428	\$2,131.85	
	Maximum	\$6,928	\$83,136	\$3,197.54	
EX3	Minimum	\$5,173	\$62,076	\$2,387.54	
	Maximum	\$7,759	\$93,108	\$3,581.08	
EX4	Minimum	\$5,794	\$69,528	\$2,674.15	
	Maximum	\$8,833	\$105,996	\$4,076.77	
EX5	Minimum	\$6,489	\$77,868	\$2,994.92	
	Maximum	\$9,734	\$116,808	\$4,492.62	
EX6	Minimum	\$7,268	\$87,216	\$3,354.46	
	Maximum	\$10,902	\$130,824	\$5,031.69	
EX7	Minimum	\$8,140	\$97,680	\$3,756.92	
	Maximum	\$12,210	\$146,520	\$5,635.38	
EX8	Minimum	\$8,650	\$103,800	\$3,992.31	
	Maximum	\$13,620	\$163,440	\$6,286.15	

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County and Municipal Employees:

Pay Grade	Step	Monthly	Annual	Biweekly	Hourly
L-1	1	\$2,794	\$33,530	\$1,289.60	\$16.12
	2	\$2,905	\$34,861	\$1,340.80	\$16.76
	3	\$3,021	\$36,254	\$1,394.40	\$17.43
	4	\$3,134	\$37,606	\$1,446.40	\$18.08
	5	\$3,243	\$38,917	\$1,496.80	\$18.71
	6	\$3,349	\$40,186	\$1,545.60	\$19.32
	7	\$3,449	\$41,392	\$1,592.00	\$19.90
	8	\$3,586	\$43,035	\$1,655.20	\$20.69
	9	\$3,730	\$44,762	\$1,721.60	\$21.52
	10	\$3,871	\$46,446	\$1,786.40	\$22.33
	11	\$4,006	\$48,069	\$1,848.80	\$23.11

	12	\$4,136	\$49,629	\$1,908.80	\$23.86
	13	\$4,261	\$51,126	\$1,966.40	\$24.58
L-2	1	\$3,007	\$36,088	\$1,388.00	\$17.35
	2	\$3,127	\$37,523	\$1,443.20	\$18.04
	3	\$3,252	\$39,021	\$1,500.80	\$18.76
	4	\$3,373	\$40,477	\$1,556.80	\$19.46
	5	\$3,493	\$41,912	\$1,612.00	\$20.15
	6	\$3,605	\$43,264	\$1,664.00	\$20.80
	7	\$3,713	\$44,554	\$1,713.60	\$21.42
	8	\$3,862	\$46,342	\$1,782.40	\$22.28
	9	\$4,016	\$48,194	\$1,853.60	\$23.17
	10	\$4,167	\$50,003	\$1,923.20	\$24.04
	11	\$4,313	\$51,750	\$1,990.40	\$24.88
	12	\$4,453	\$53,435	\$2,055.20	\$25.69
	13	\$4,588	\$55,058	\$2,117.60	\$26.47
L-3	1	\$3,184	\$38,210	\$1,469.60	\$18.37
	2	\$3,311	\$39,728	\$1,528.00	\$19.10
	3	\$3,442	\$41,309	\$1,588.80	\$19.86
	4	\$3,571	\$42,848	\$1,648.00	\$20.60
	5	\$3,695	\$44,346	\$1,705.60	\$21.32
	6	\$3,815	\$45,781	\$1,760.80	\$22.01
	7	\$3,929	\$47,154	\$1,813.60	\$22.67
	8	\$4,087	\$49,046	\$1,886.40	\$23.58
	9	\$4,250	\$51,002	\$1,961.60	\$24.52
	10	\$4,410	\$52,915	\$2,035.20	\$25.44
	11	\$4,564	\$54,766	\$2,106.40	\$26.33
	12	\$4,713	\$56,555	\$2,175.20	\$27.19
	13	\$4,855	\$58,261	\$2,240.80	\$28.01
L-4	1	\$3,340	\$40,082	\$1,541.60	\$19.27
	2	\$3,474	\$41,683	\$1,603.20	\$20.04
	3	\$3,612	\$43,347	\$1,667.20	\$20.84
	4	\$3,747	\$44,970	\$1,729.60	\$21.62
	5	\$3,877	\$46,530	\$1,789.60	\$22.37
	6	\$4,004	\$48,048	\$1,848.00	\$23.10
	7	\$4,124	\$49,483	\$1,903.20	\$23.79
	8	\$4,288	\$51,459	\$1,979.20	\$24.74
	9	\$4,460	\$53,518	\$2,058.40	\$25.73
	10	\$4,628	\$55,536	\$2,136.00	\$26.70
	11	\$4,789	\$57,470	\$2,210.40	\$27.63
	12	\$4,945	\$59,342	\$2,282.40	\$28.53
	13	\$5,094	\$61,131	\$2,351.20	\$29.39
L-5	1	\$3,484	\$41,808	\$1,608.00	\$20.10
	2	\$3,623	\$43,472	\$1,672.00	\$20.90
	3	\$3,767	\$45,198	\$1,738.40	\$21.73
	4	\$3,907	\$46,883	\$1,803.20	\$22.54
	5	\$4,044	\$48,526	\$1,866.40	\$23.33
	6	\$4,176	\$50,107	\$1,927.20	\$24.09

	7	\$4,300	\$51,605	\$1,984.80	\$24.81
	8	\$4,472	\$53,664	\$2,064.00	\$25.80
	9	\$4,651	\$55,806	\$2,146.40	\$26.83
	10	\$4,826	\$57,907	\$2,227.20	\$27.84
	11	\$4,994	\$59,925	\$2,304.80	\$28.81
	12	\$5,157	\$61,880	\$2,380.00	\$29.75
	13	\$5,311	\$63,731	\$2,451.20	\$30.64
L-6	1	\$3,919	\$47,029	\$1,808.80	\$22.61
	2	\$4,075	\$48,901	\$1,880.80	\$23.51
	3	\$4,238	\$50,856	\$1,956.00	\$24.45
	4	\$4,396	\$52,749	\$2,028.80	\$25.36
	5	\$4,550	\$54,600	\$2,100.00	\$26.25
	6	\$4,697	\$56,368	\$2,168.00	\$27.10
	7	\$4,839	\$58,074	\$2,233.60	\$27.92
	8	\$5,032	\$60,382	\$2,322.40	\$29.03
	9	\$5,233	\$62,795	\$2,415.20	\$30.19
	10	\$5,431	\$65,166	\$2,506.40	\$31.33
	11	\$5,619	\$67,434	\$2,593.60	\$32.42
	12	\$5,801	\$69,618	\$2,677.60	\$33.47
	13	\$5,977	\$71,718	\$2,758.40	\$34.48
L-7	1	\$4,157	\$49,878	\$1,918.40	\$23.98
	2	\$4,321	\$51,854	\$1,994.40	\$24.93
	3	\$4,498	\$53,976	\$2,076.00	\$25.95
	4	\$4,666	\$55,994	\$2,153.60	\$26.92
	5	\$4,829	\$57,949	\$2,228.80	\$27.86
	6	\$4,987	\$59,842	\$2,301.60	\$28.77
	7	\$5,136	\$61,630	\$2,370.40	\$29.63
	8	\$5,340	\$64,085	\$2,464.80	\$30.81
	9	\$5,555	\$66,664	\$2,564.00	\$32.05
	10	\$5,763	\$69,160	\$2,660.00	\$33.25
	11	\$5,964	\$71,573	\$2,752.80	\$34.41
	12	\$6,159	\$73,902	\$2,842.40	\$35.53
	13	\$6,344	\$76,128	\$2,928.00	\$36.60
L-8	1	\$4,524	\$54,288	\$2,088.00	\$26.10
	2	\$4,704	\$56,451	\$2,171.20	\$27.14
	3	\$4,891	\$58,698	\$2,257.60	\$28.22
	4	\$5,075	\$60,902	\$2,342.40	\$29.28
	5	\$5,254	\$63,045	\$2,424.80	\$30.31
	6	\$5,424	\$65,083	\$2,503.20	\$31.29
	7	\$5,587	\$67,038	\$2,578.40	\$32.23
	8	\$5,610	\$69,722	\$2,681.60	\$33.52
	9	\$6,042	\$72,509	\$2,788.80	\$34.86
	10	\$6,269	\$75,234	\$2,893.60	\$36.17
	11	\$6,488	\$77,854	\$2,994.40	\$37.43
	12	\$6,699	\$80,392	\$3,092.00	\$38.65
	13	\$6,902	\$82,826	\$3,185.60	\$39.82
L-9	1	\$5,020	\$60,237	\$2,316.80	\$28.96

	2	\$5,219	\$62,629	\$2,408.80	\$30.11
	3	\$5,427	\$65,125	\$2,504.80	\$31.31
	4	\$5,630	\$67,558	\$2,598.40	\$32.48
	5	\$5,827	\$69,930	\$2,689.60	\$33.62
	6	\$6,016	\$72,197	\$2,776.80	\$34.71
	7	\$6,197	\$74,360	\$2,860.00	\$35.75
	8	\$6,445	\$77,334	\$2,974.40	\$37.18
	9	\$6,703	\$80,434	\$3,093.60	\$38.67
	10	\$6,954	\$83,450	\$3,209.60	\$40.12
	11	\$7,197	\$86,362	\$3,321.60	\$41.52
	12	\$7,431	\$89,170	\$3,429.60	\$42.87
	13	\$7,654	\$91,853	\$3,532.80	\$44.16

- (3) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 42-International Association of Fire Fighters:

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2574
F-F	FF1 1	\$3,717	\$44,607	\$1,715.67	\$17.33
	2	\$3,953	\$47,439	\$1,824.57	\$18.43
	3	\$4,191	\$50,296	\$1,934.46	\$19.54
	4	\$4,447	\$53,359	\$2,052.27	\$20.73
	5	\$4,603	\$55,238	\$2,124.54	\$21.46
	6	\$4,760	\$57,117	\$2,196.81	\$22.19
	FF2 7	\$4,914	\$58,970	\$2,268.09	\$22.91
	8	\$5,077	\$60,927	\$2,343.33	\$23.67
	9	\$5,234	\$62,806	\$2,415.60	\$24.40
	10	\$5,386	\$64,633	\$2,485.89	\$25.11
	11	\$5,547	\$66,564	\$2,560.14	\$25.86
	FF3 12	\$5,886	\$70,631	\$2,716.56	\$27.44
	13	\$6,092	\$73,102	\$2,811.60	\$28.40
	14	\$6,336	\$76,036	\$2,924.46	\$29.54
	15	\$6,463	\$77,555	\$2,982.87	\$30.13
	16	\$6,641	\$79,691	\$3,065.04	\$30.96
	17	\$6,819	\$81,827	\$3,147.21	\$31.79
	FF4 FAO 18	\$7,025	\$84,299	\$3,242.25	\$32.75
	FAO 19	\$7,235	\$86,821	\$3,339.27	\$33.73

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2080
FFA	FF1 1	\$3,718	\$44,616	\$1,716.00	\$21.45
	2	\$3,954	\$47,445	\$1,824.80	\$22.81
	3	\$4,191	\$50,294	\$1,934.40	\$24.18
	4	\$4,448	\$53,373	\$2,052.80	\$25.66
	5	\$4,604	\$55,245	\$2,124.80	\$26.56
	6	\$4,760	\$57,117	\$2,196.80	\$27.46
	FF2 7	\$4,914	\$58,968	\$2,268.00	\$28.35
	8	\$5,077	\$60,923	\$2,343.20	\$29.29

	9	\$5,233	\$62,795	\$2,415.20	\$30.19
	10	\$5,387	\$64,646	\$2,486.40	\$31.08
	11	\$5,547	\$66,560	\$2,560.00	\$32.00
	FF3 12	\$5,886	\$70,637	\$2,716.80	\$33.96
	13	\$6,093	\$73,112	\$2,812.00	\$35.15
	14	\$6,335	\$76,024	\$2,924.00	\$36.55
	15	\$6,464	\$77,563	\$2,983.20	\$37.29
	16	\$6,640	\$79,685	\$3,064.80	\$38.31
	17	\$6,821	\$81,848	\$3,148.00	\$39.35
	FF4 FAO 18	\$7,025	\$84,302	\$3,242.40	\$40.53
	FAO 19	\$7,235	\$86,819	\$3,339.20	\$41.74

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2574
FFM	1	\$6,180	\$74,157	\$2,852.19	\$28.81
	2	\$6,396	\$76,757	\$2,952.18	\$29.82
	3	\$6,654	\$79,845	\$3,070.98	\$31.02
	4	\$6,787	\$81,441	\$3,132.36	\$31.64
	5	\$6,971	\$83,655	\$3,217.50	\$32.50
	6	\$7,160	\$85,920	\$3,304.62	\$33.38
	7	\$7,375	\$88,494	\$3,403.62	\$34.38
	8	\$7,595	\$91,145	\$3,505.59	\$35.41

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2080
FMA	1	\$6,179	\$74,152	\$2,852.00	\$35.65
	2	\$6,398	\$76,773	\$2,952.80	\$36.91
	3	\$6,653	\$79,830	\$3,070.40	\$38.38
	4	\$6,786	\$81,432	\$3,132.00	\$39.15
	5	\$6,971	\$83,658	\$3,217.60	\$40.22
	6	\$7,160	\$85,925	\$3,304.80	\$41.31
	7	\$7,375	\$88,504	\$3,404.00	\$42.55
	8	\$7,595	\$91,146	\$3,505.60	\$43.82
F-1	1	\$3,486	\$41,829	\$1,608.80	\$20.11
	2	\$3,718	\$44,616	\$1,716.00	\$21.45
	3	\$3,954	\$47,445	\$1,824.80	\$22.81
	4	\$4,191	\$50,294	\$1,934.40	\$24.18
	5	\$4,448	\$53,373	\$2,052.80	\$25.66
	6	\$4,604	\$55,245	\$2,124.80	\$26.56
	7	\$4,760	\$57,117	\$2,196.80	\$27.46
	8	\$4,914	\$58,968	\$2,268.00	\$28.35
	9	\$5,077	\$60,923	\$2,343.20	\$29.29
	10	\$5,233	\$62,795	\$2,415.20	\$30.19
	11	\$5,387	\$64,646	\$2,486.40	\$31.08
	12	\$5,547	\$66,560	\$2,560.00	\$32.00
	13	\$5,886	\$70,637	\$2,716.80	\$33.96
	14	\$6,093	\$73,112	\$2,812.00	\$35.15
	15	\$6,335	\$76,024	\$2,924.00	\$36.55
	16	\$6,464	\$77,563	\$2,983.20	\$37.29

	17	\$6,658	\$79,893	\$3,072.80	\$38.41
	18	\$6,857	\$82,285	\$3,164.80	\$39.56

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2574
F-4	1	\$6,995	\$83,938	\$3,228.39	\$32.61
	2	\$7,169	\$86,023	\$3,308.58	\$33.42
	3	\$7,454	\$89,447	\$3,440.25	\$34.75
	4	\$7,752	\$93,024	\$3,577.86	\$36.14

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2080
F4A	1	\$6,994	\$83,928	\$3,228.00	\$40.35
	2	\$7,167	\$86,008	\$3,308.00	\$41.35
	3	\$7,455	\$89,461	\$3,440.80	\$43.01
	4	\$7,753	\$93,038	\$3,578.40	\$44.73
F-6	1	\$2,718	\$32,614	\$1,254.40	\$15.68
	2	\$2,926	\$35,110	\$1,350.40	\$16.88
	3	\$3,130	\$37,565	\$1,444.80	\$18.06
	4	\$3,444	\$41,330	\$1,589.60	\$19.87
	5	\$3,513	\$42,162	\$1,621.60	\$20.27
	6	\$3,583	\$42,994	\$1,653.60	\$20.67
	7	\$3,656	\$43,867	\$1,687.20	\$21.09
	8	\$3,728	\$44,741	\$1,720.80	\$21.51
	9	\$3,839	\$46,072	\$1,772.00	\$22.15
	10	\$3,955	\$47,466	\$1,825.60	\$22.82
F-7	1	\$3,337	\$40,040	\$1,540.00	\$19.25
	2	\$3,468	\$41,621	\$1,600.80	\$20.01
	3	\$3,600	\$43,202	\$1,661.60	\$20.77
	4	\$3,732	\$44,782	\$1,722.40	\$21.53
	5	\$3,865	\$46,384	\$1,784.00	\$22.30
	6	\$4,394	\$52,728	\$2,028.00	\$25.35
	7	\$4,657	\$55,890	\$2,149.60	\$26.87
	8	\$4,751	\$57,013	\$2,192.80	\$27.41
	9	\$4,846	\$58,157	\$2,236.80	\$27.96
	10	\$4,944	\$59,322	\$2,281.62	\$28.52
	11	\$5,042	\$60,507	\$2,327.20	\$29.09
	12	\$5,193	\$62,317	\$2,396.81	\$29.96
	13	\$5,349	\$64,189	\$2,468.80	\$30.86
F-9	1	\$4,106	\$49,275	\$1,895.20	\$23.69
	2	\$4,259	\$51,106	\$1,965.60	\$24.57
	3	\$4,410	\$52,915	\$2,035.20	\$25.44
	4	\$4,564	\$54,766	\$2,106.40	\$26.33
	5	\$5,318	\$63,814	\$2,454.40	\$30.68
	6	\$5,424	\$65,083	\$2,503.20	\$31.29
	7	\$5,533	\$66,394	\$2,553.60	\$31.92
	8	\$5,644	\$67,725	\$2,604.80	\$32.56
	9	\$5,756	\$69,077	\$2,656.80	\$33.21
	10	\$5,928	\$71,136	\$2,736.00	\$34.20

	11	\$6,107	\$73,278	\$2,818.40	\$35.23
F-10	1	\$4,690	\$56,285	\$2,164.80	\$27.06
	2	\$4,793	\$57,512	\$2,212.00	\$27.65
	3	\$4,893	\$58,718	\$2,258.40	\$28.23
	4	\$5,301	\$63,606	\$2,446.40	\$30.58
	5	\$5,503	\$66,040	\$2,540.00	\$31.75
	6	\$5,614	\$67,371	\$2,591.20	\$32.39
	7	\$5,725	\$68,702	\$2,642.40	\$33.03
	8	\$5,841	\$70,096	\$2,696.00	\$33.70
	9	\$5,957	\$71,490	\$2,749.60	\$34.37
	10	\$6,136	\$73,632	\$2,832.00	\$35.40
	11	\$6,321	\$75,858	\$2,917.60	\$36.47

- (4) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 3808-International Association of Fire Fighters:

Pay Grade	Step	Monthly	Annual	Biweekly	Hourly @ 2080
FM-2	1	\$9,268	\$111,218	\$4,277.60	\$53.47
	2	\$9,545	\$114,546	\$4,405.60	\$55.07
	3	\$9,833	\$117,998	\$4,538.40	\$56.73
	4	\$10,126	\$121,514	\$4,673.60	\$58.42
	5	\$10,429	\$125,154	\$4,813.60	\$60.17
FM-3	1	\$9,459	\$113,506	\$4,365.60	\$54.57
	2	\$9,741	\$116,896	\$4,496.00	\$56.20
	3	\$10,026	\$120,307	\$4,627.20	\$57.84
	4	\$10,388	\$124,654	\$4,794.40	\$59.93
	5	\$10,646	\$127,754	\$4,913.60	\$61.42

Pay Grade	Step	Monthly	Annual	Biweekly	Hourly @ 2574
F3M	1	\$9,459	\$113,513	\$4,365.90	\$44.10
	2	\$9,740	\$116,885	\$4,495.59	\$45.41
	3	\$10,030	\$120,360	\$4,629.24	\$46.76
	4	\$10,388	\$124,659	\$4,794.57	\$48.43
	5	\$10,646	\$127,748	\$4,913.37	\$49.63

Sec. 2-1076. Salary schedules for occupational group classified as clerical, fiscal, and administrative with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

Class	Class Title	Pay	Monthly	Monthly
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Code		Grade	Minimum	Maximum
(1XXX) CLERICAL, FISCAL, AND ADMINISTRATIVE				
1010	CLERICAL SUPERVISOR	NE4	3549	5323
1012	CUSTOMER SERVICE SUPERVISOR	NE5	3904	5856
1028	LEGAL SECRETARY	NE5	3904	5856
1030	PARALEGAL	NE6	4294	6441
1040U	ADMINISTRATIVE SECRETARY		4619	6928
1060U	ADMINISTRATIVE ASSISTANT TO THE JUDGES		4619	6928
1070U	ADMINISTRATIVE SECRETARY TO CITY COUNCIL		4619	6928
1071U	ASSISTANT TO ELECTED OFFICIAL		3549	5323
1113	SENIOR ACCOUNTANT	EX3	5173	7759
1119	ACCOUNTANT	NE5	3904	5856
1121	ACCOUNTANT II	NE6	4294	6441
1123U	INTERNAL AUDITOR		5794	8833
1125	AUDITOR	EX1	4124	6186
1126	SENIOR AUDITOR	EX3	5173	7759
1127	AUDIT MANAGER	EX5	6489	9734
1129U	CITY AUDITOR		7567	14422
1139	TAXPAYER SPECIALIST SUPERVISOR	NE6	4294	6441
1150	CITY TREASURER	EX7	8140	12210
1152U	RETIREMENT SYSTEM EXECUTIVE OFFICER		8650	13620
1158	MANAGER OF CONSUMER SERVICES	EX3	5173	7759
1160	COMMISSIONER OF REVENUE	EX7	8140	12210
1166	CITY CONTROLLER	EX7	8140	12210
1167	MANAGER OF DEVELOPMENT FINANCE	EX7	8140	12210
1171	FINANCIAL MANAGER	EX6	7268	10902
1200U	DIRECTOR OF FINANCE		12389	19147
1301U	DIRECTOR OF GENERAL SERVICES		12389	19147
1307	STORES MANAGER	NE4	3549	5323
1309	PROCUREMENT OFFICER	NE4	3549	5323
1314	SENIOR PROCUREMENT OFFICER	EX2	4619	6928
1312	PROCUREMENT MANAGER	EX4	5794	8833
1315	ACQUISITION SPECIALIST	NE5	3904	5856
1316	SENIOR ACQUISITION SPECIALIST	NE7	4724	7085
1335	BUILDING MANAGER	EX2	4619	6928
1413U	DIRECTOR OF AVIATION		12389	19147
1420U	DIRECTOR OF PARKS & RECREATION		12389	19147
1510	GRAPHIC DESIGN SPECIALIST	NE5	3904	5856
1545	IT TECHNICIAN	NE5	3904	5856
1546	IT SENIOR TECHNICIAN	NE6	4294	6441
1548U	CHIEF TECHNOLOGY OFFICER		9117	15858
1552	IT ANALYST	NE7	4724	7085
1553	IT SENIOR ANALYST	EX3	5173	7759
1558	IT SPECIALIST	EX4	5794	8833
1559	IT SENIOR SPECIALIST	EX5	6489	9734
1561	IT MANAGER	EX6	7268	10902
1562	IT SUPERVISOR	EX5	6489	9734
1610	LEGAL INVESTIGATOR	NE5	3904	5856
1618	ASSISTANT CITY ATTORNEY	EX5	6489	9734
1619	ASSOCIATE CITY ATTORNEY	EX6	7268	10902
1623	CITY PROSECUTOR	EX8	8650	13620
1624	FIRST ASSISTANT CITY PROSECUTOR	EX6	7268	10902
1627	SENIOR ASSOCIATE CITY ATTORNEY	EX8	8650	13620
1629U	DEPUTY CITY ATTORNEY		9117	15858
1630U	CITY ATTORNEY		12389	19147
1650	ADMINISTRATOR OF MUNICIPAL COURT	EX8	8650	13620
1652	EVENT COORDINATOR	NE6	4294	6441

1655	CHIEF OF EVENT COORDINATION	EX4	5794	8833
1657	EVENT OPERATIONS SUPERVISOR	NE6	4294	6441
1660U	DIRECTOR, CONVENTION AND ENTERTAINMENT CENTERS		12389	19147
1678	BUDGET ANALYST	EX5	6489	9734
1679	ASSISTANT BUDGET OFFICER	EX6	7268	10902
1680U	BUDGET OFFICER		8650	13620
1681	ANALYST	EX2	4619	6928
1682	SENIOR ANALYST	EX4	5794	8833
1683	CHIEF ANALYTICS OFFICER	EX5	6489	9734
1705	HUMAN RESOURCES SPECIALIST	EX2	4619	6928
1706	SENIOR HUMAN RESOURCES SPECIALIST	EX4	5794	8833
1707	HUMAN RESOURCES MANAGER	EX6	7268	10902
1710U	DIRECTOR OF HUMAN RESOURCES		12389	19147
1716	MUNICIPAL INTERN	NE1	2666	3999
1717	MUNICIPAL MANAGEMENT TRAINEE	NE5	3904	5856
1719	ADMINISTRATIVE ASSISTANT	NE3	3226	5094
1723	SENIOR ADMINISTRATIVE ASSISTANT	NE4	3549	5323
1724U	COMMUNITY ENGAGEMENT COORDINATOR		4124	6186
1727U	EXECUTIVE AIDE TO ELECTED OFFICIAL		5794	8833
1728U	EXECUTIVE SECRETARY TO CITY MANAGER		5794	8833
1729	ADMINISTRATIVE OFFICER	EX2	4619	6928
1732U	CHIEF DEPUTY CITY CLERK		4619	6928
1733U	CITY CLERK		5362	10373
1734	ASST. TO DIRECTOR (ADMIN. SERV.)	EX4	5794	8833
1735	BUSINESS OPERATIONS MANAGER	EX6	7268	10902
1736U	DEPUTY DIRECTOR		9117	15858
1738U	ASSISTANT TO THE CITY MANAGER		7268	10902
1739	CITY COMMUNICATIONS OFFICER	EX6	7268	10902
1744U	ASSISTANT CITY MANAGER		9117	15858
1745U	EXECUTIVE ASSISTANT TO MAYOR		8140	12210
1746U	CHIEF EQUITY OFFICER		8140	12210
1747U	ASSISTANT DIRECTOR FOR ADMINISTRATION		6489	9734
1748U	MEDIA MANAGER		6489	9734

U = Unclassified position.

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees.

Class Code	Class Title	Pay Grade	Hourly Minimum	Hourly Maximum
(1XXX) CLERICAL, FISCAL, AND ADMINISTRATIVE				
1007	CUSTOMER SERVICE REPRESENTATIVE	L-3	18.37	28.01
1008	CUSTOMER SERVICE SPECIALIST	L-4	19.27	29.39
1020	INFORMATION PROCESSOR	L-2	17.35	26.47
1114	ACCOUNTING CLERK	L-2	17.35	26.47
1118	SENIOR ACCOUNTING CLERK	L-4	19.27	29.39
1138	TAXPAYER SPECIALIST	L-6	22.61	34.48
1304	STOCK CLERK	L-3	18.37	28.01
1556	DISPATCHER	L-4	19.27	29.39
1608	MUNICIPAL COURT BAILIFF	L-3	18.37	28.01

Sec. 2-1077. Salary schedules for occupational group classified as engineering and allied positions, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for classes of positions as set out herein below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(2XXX) ENGINEERING AND ALLIED				
2013	SENIOR ENGINEERING TECHNICIAN	NE7	4724	7085
2014	PRINCIPAL ENGINEERING TECHNICIAN	EX3	5173	7759
2016	GRADUATE ENGINEER	EX3	5173	7759
2017	REGISTERED ENGINEER	EX4	5794	8833
2018	SENIOR REGISTERED ENGINEER	EX5	6489	9734
2019	ENGINEER SECTION HEAD	EX6	7268	10902
2020	ENGINEER DIVISION HEAD	EX7	8140	12210
2021	ASSISTANT ENGINEERING DIRECTOR	EX7	8140	12210
2024U	DIRECTOR OF PUBLIC WORKS		12389	19147
2028	CITY ENGINEER	EX8	8650	13620
2033	AVIATION MANAGER	EX4	5794	8833
2038	SENIOR AVIATION MANAGER	EX6	7268	10902
2040	AIRPORT ENGINEER	EX4	5794	8833
2064U	UTILITY MANAGER		7268	10902
2065U	OPERATIONS OFFICER		8650	13620
2067U	DIRECTOR OF WATER SERVICES		12389	19147
2070	SUPERINTENDENT OF PARKS	EX5	6489	9734
2073	LANDSCAPE TECHNICIAN	NE4	3549	5323
2080	REGISTERED ARCHITECT	EX4	5794	8833
2081	ARCHITECT SECTION HEAD	EX6	7268	10902
2082	ARCHITECT DIVISION HEAD	EX7	8140	12210
2083	ARCHITECT	EX3	5173	7759
2085	LAND SURVEYOR	NE7	4724	7085
2089	LANDSCAPE ARCHITECT	EX3	5173	7759
2090	SENIOR LANDSCAPE ARCHITECT	EX4	5794	8833
2108	SENIOR PLANNING TECHNICIAN	NE4	3549	5323
2114	EMERGENCY PREPAREDNESS PROGRAM MANAGER	EX4	5794	8833
2115	PROJECT MANAGER	EX3	5173	7759

2116	PLANNING MANAGER	EX6	7268	10902
2118	DEVELOPMENT SPECIALIST I	NE6	4294	6441
2119	DEVELOPMENT SPECIALIST II	EX3	5173	7759
2120	DEVELOPMENT SPECIALIST III	EX4	5794	8833
2121	PLANNER	EX2	4619	6928
2122	LEAD PLANNER	EX4	5794	8833
2124U	DIRECTOR OF CITY DEVELOPMENT		12389	19147
2126	SENIOR PROJECT MANAGER	EX4	5794	8833

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees:

CLASS CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM
(2XXX) ENGINEERING AND ALLIED				

2025	ENGINEERING TECHNICIAN	L-6	22.61	34.38
2026	ENGINEERING TECHNICIAN LEAD	L-7	23.98	36.60
2104	PLANNING TECHNICIAN	L-3	18.37	28.01

U = Unclassified positions

Sec. 2-1078. Salary schedules for occupational group classified as public safety and inspectional, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for classes of positions set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

Class Code	Class Title	Pay Grade	Monthly Minimum	Monthly Maximum
(3XXX) PUBLIC SAFETY AND INSPECTIONAL				
3040U	FIRE CHIEF/DIRECTOR		12389	19147
3050	SAFETY OFFICER	NE6	4294	6441
3051	SAFETY MANAGER	EX5	6489	9734
3055	CORPORATE SAFETY MANAGER	EX6	7268	10902
3056	RISK MANAGER	EX7	8140	12210
3150	NHS DIVISION MANAGER	EX5	6489	9734
3300	AIRPORT OPERATIONS AGENT	NE6	4294	6441
3303	TRAFFIC CONTROL OFFICER	NE3	3226	5094
3305	AIRPORT POLICE OFFICER	NE5	3904	5856
3307	AIRPORT POLICE SERGEANT	NE7	4724	7085
3308	AIRPORT POLICE LIEUTENANT	EX3	5173	7759
3311	SECURITY SPECIALIST	NE4	3549	5323

3313	AIRPORT POLICE DETECTIVE	NE6	4294	6441
3314	SUPERVISOR OF SECURITY	NE6	4294	6441
3315	MANAGER OF SECURITY	EX4	5794	8833
3316	AIRPORT POLICE CHIEF	EX6	7268	10902
3400	PARK RANGER	NE5	3904	5856
3401	SENIOR PARK RANGER	NE6	4294	6441
3402	PARK RANGER SUPERVISOR	NE7	4724	7085
3403	PARK RANGER MANAGER	EX6	7268	10902
3503	TOW SERVICE COORDINATOR	NE3	3226	5094
3615	CONSTRUCTION CODE INSPECTOR SUPERVISOR	EX3	5173	7759
3700U	DIRECTOR OF HOUSING & COMMUNITY DEVELOPMENT		12389	19147

U = Unclassified positions

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees:

Class Code	Class Title	Pay Grade	Hourly Minimum	Hourly Maximum
(3XXX) PUBLIC SAFETY AND INSPECTORIAL				
3214	SPECIAL INVESTIGATOR	L-6	22.61	34.48
3312	AIRPORT SECURITY DISPATCHER	L-4	19.27	29.39
3608	SENIOR CONSTRUCTION CODE INSPECTOR	L-8	26.10	39.82
3629	CONSTRUCTION CODE INSPECTOR	L-7	23.98	36.60

- (3) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 42-International Association of Fire Fighters:

Class Code	Class Title	Pay Grade	Hourly Minimum	Hourly Maximum
(3XXX) PUBLIC SAFETY AND INSPECTORIAL				
3004	FIREFIGHTER/PARAMEDIC APPRENTICE	F-F	17.33	33.73
3004	FIREFIGHTER/PARAMEDIC APPRENTICE	FFA	21.45	41.74
3005	FIREFIGHTER	F-F	17.33	33.73
3005	FIREFIGHTER	FFA	21.45	41.74
3007	FIRE CAPTAIN	F-4	32.61	36.14
3007	FIRE CAPTAIN	F4A	40.35	44.73
3010	FIREFIGHTER/EMT B	F-F	17.33	33.73
3010	FIREFIGHTER/EMT B	FFA	21.45	41.74
3011	FIREFIGHTER/PARAMEDIC	FFM	28.81	35.41
3011	FIREFIGHTER/PARAMEDIC	FMA	35.65	43.82
3012	COMMUNICATIONS SUPERVISOR	F4A	40.35	44.73
3014	FIRE INVESTIGATOR	F4A	40.35	44.73
3015	FIRE PREVENTION INSPECTOR	F-1	20.11	39.56
3018	FIRE EDUCATION SPECIALIST	FFA	21.45	41.74
3020	COMMUNICATION SPECIALIST	F-1	20.11	39.56
3032	EMERGENCY SUPPLY TECHNICIAN	F-6	15.68	22.82
3035	EMERGENCY RESPONSE VEHICLE TECHNICIAN	F-10	27.06	36.47
3036	EMERGENCY MEDICAL TECHNICIAN	F-7	19.25	30.86
3037	PARAMEDIC	F-9	23.69	35.23

- (4) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 3808-International Association of Fire Fighters:

Class Code	Class Title	Pay Grade	Hourly Minimum	Hourly Maximum
(3XXX) PUBLIC SAFETY AND INSPECTIONAL				
3013	HAZMAT CHEMICAL ANALYST	FM-3	54.47	61.42
3023	BATTALION CHIEF	FM-3	54.47	61.42
3023	BATTALION CHIEF	F3M	44.10	49.63
3024	EMERGENCY SERVICES FLEET MANAGER	FM-3	54.47	61.42
3025	COMMUNICATIONS MANAGER/TECHNICAL	FM-3	54.47	61.42
3026	EMERGENCY SERVICES FLEET SUPERVISOR	FM-2	53.47	60.17
3027	LOGISTICS SUPERVISOR	FM-3	54.47	61.42
3038	ASSISTANT DIVISION CHIEF	FM-2	53.47	61.42
3039	DIVISION CHIEF	FM-3	54.47	61.42
3039	DIVISION CHIEF	F3M	44.10	49.63

Sec. 2-1079. Salary schedules for occupational group classified as health, welfare, and recreation, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(4XXX) HEALTH, WELFARE AND RECREATION				
4004	ASSISTANT LABORATORY MANAGER	EX3	5173	7759
4009	CHEMIST	NE6	4294	6441
4015	MANAGER OF LABORATORY SERVICES	EX4	5794	8833
4016	SENIOR ENVIRONMENTAL INSPECTOR	NE4	3549	5323
4018	PUBLIC HEALTH STATISTICIAN	EX3	5173	7759
4022	COMMUNITY ENGAGEMENT SUPERVISOR	NE7	4724	7085
4023	COMMUNITY ENGAGEMENT MANAGER	EX3	5173	7759
4026	PUBLIC HEALTH EMERGENCY RESPONSE PLANNER	EX3	5173	7759
4027	EPIDEMIOLOGIST SPECIALIST	EX3	5173	7759
4031	EPIDEMIOLOGIST	EX4	5794	8833
4032	PUBLIC HEALTH NURSE SUPERVISOR	NE9	5612	8417
4033	NURSE PRACTITIONER	EX5	6489	9734
4034	SENIOR CHEMIST	NE8	5196	7794
4036	ASST. TO EMS MEDICAL DIRECTOR	EX4	5794	8833

4039	PUBLIC HEALTH SPECIALIST II	NE6	4294	6441
4040	PUBLIC HEALTH SPECIALIST III	EX2	4619	6928
4043	PUBLIC HEALTH MANAGER	EX5	6489	9734
4044	PUBLIC HEALTH SPECIALIST IV	EX3	5173	7759
4045U	SENIOR PUBLIC HEALTH MANAGER		7268	10902
4049	ENVIRONMENTAL OFFICER	NE6	4294	6441
4053	SENIOR ENVIRONMENTAL OFFICER	EX3	5173	7759
4052	ENVIRONMENTAL MANAGER	EX4	5794	8833
4054	VIOLENCE PREVENTION SUPERVISOR	NE3	3226	5094
4055	VIOLENCE PREVENTION MANAGER	NE5	3904	5856
4100U	DIRECTOR OF HEALTH		12389	19147
4107	SOCIAL SERVICE SUPERVISOR	EX3	5173	7759
4111	CIVIL RIGHTS SPECIALIST	NE7	4724	7085
4112	SENIOR CIVIL RIGHTS SPECIALIST	EX3	5173	7759
4113	CIVIL RIGHTS MANAGER	EX4	5794	8833
4117	SENIOR SOCIAL SERVICE WORKER	NE4	3549	5323
4118	NEIGHBORHOOD DEVELOPMENT SPECIALIST	NE4	3549	5323
4125	CORRECTIONAL SUPERVISOR	NE5	3904	5856
4127	NHS PROGRAM SPECIALIST	NE5	3904	5856
4128	NHS SENIOR PROGRAM SPECIALIST	EX3	5173	7759
4130	PROBATION OFFICER I	NE4	3549	5323
4131	PROBATION OFFICER II	EX2	4619	6928
4136	ADMINISTRATOR OF CORRECTIONS	EX4	5794	8833
4137	DEPUTY COURT ADMINISTRATOR	EX6	7268	10902
4144U	DIRECTOR OF CIVIL RIGHTS & EQUAL OPP		12389	19147
4150U	DIRECTOR OF NEIGHBORHOOD/COMM. SERV.		12389	19147
4216	RECREATION DIRECTOR	NE4	3549	5323
4217	SENIOR RECREATION DIRECTOR	NE7	4724	7085
4218	SUPERVISOR OF RECREATION	EX3	5173	7759
4219	MANAGER OF RECREATION	EX4	5794	8833

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees.

CLASS CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM
(4XXX) HEALTH, WELFARE, AND RECREATION				
4014	ENVIRONMENTAL INSPECTOR	L-4	19.27	29.39
4017	COMMUNITY ENGAGEMENT OFFICER	L-6	22.61	34.38
4019	MEDICAL ASSISTANT	L-2	17.35	26.47
4021	COMMUNITY ENGAGEMENT SPECIALIST	L-7	23.98	36.60

4034	LICENSED PRACTICAL NURSE	L-5	20.10	30.64
4035	PUBLIC HEALTH NURSE	L-8	28.96	44.16
4041	PUBLIC HEALTH SPECIALIST	L-6	22.61	34.38
4042	PUBLIC HEALTH SPECIALIST TRAINEE	L-2	17.35	26.47
4046	LICENSED PRACTICAL NURSE	L-5	20.10	34.38
4116	SOCIAL SERVICE WORKER	L-3	18.37	28.01
4119	CORRECTIONAL OFFICER	L-4	19.27	29.39
4122	SENIOR CORRECTIONAL OFFICER	L-5	20.10	30.64
4124	HOUSING REHAB SPECIALIST	L-7	23.98	36.60
4203	RECREATION LEADER	L-1	16.12	24.58
4204	LIFEGUARD	L-1	16.12	24.58
4209	RECREATION SPECIALIST	L-2	17.35	26.47

Sec. 2-1080. Salary schedules for occupational group classified as labor, labor supervision, and trades, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(5XXX) LABOR AND LABOR SUPERVISION				
5115	GENERAL SUPERVISOR	NE6	4294	6441
5118	AREA SUPERINTENDENT	EX4	5794	8833
5211	MAINTENANCE SUPERVISOR	NE8	5196	7794
5215	MAINTENANCE SUPERINTENDENT	EX4	5794	8833
5216	FACILITIES OPERATIONS MANAGER	EX5	6489	9734
5221	SENIOR ELECTRONICS TECHNICIAN	NE7	4724	7085
5235	FLEET SUPERVISOR	NE8	5196	7794
5236	FLEET OPERATIONS MANAGER	EX4	5794	8833
5240	FLEET ASSET SUPERINTENDENT	EX6	7268	10902
5263	ELECTRICAL MAINTENANCE SUPERVISOR	NE8	5196	7794
5297	BUILDING MAINTENANCE SUPERVISOR	NE6	4294	6441
5310	CDL TRAINER	NE6	4294	6441
5315	TRANSPORTATION SUPERVISOR	NE5	3904	5856
5427	CHIEF PLANT OPERATOR	NE8	5196	7794
5430	TREATMENT PLANT SUPERINTENDENT	EX3	5173	7759
5431	UTILITY SUPERVISOR	NE7	4724	7085
5432	UTILITY SUPERINTENDENT	EX6	7268	10902

5730	FORESTER	NE7	4724	7085
5731	CITY FORESTER	EX4	5794	8833
5752	HISTORICAL ARCHIVIST	NE6	4294	6441

(2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees:

CLASS CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM
(5XXX) LABOR AND TRADES				
5105	SEASONAL WORKER	L-1	16.12	24.58
5108	MAINTENANCE WORKER	L-4	19.27	29.39
5111	LABOR LEADER	L-6	22.61	34.38
5204	MAINTENANCE REPAIRER	L-5	20.10	30.64
5210	MAINTENANCE MECHANIC	L-6	22.61	34.38
5220	ELECTRONICS TECHNICIAN	L-6	22.61	34.38
5224	FLEET MAINTENANCE TECHNICIAN	L-6	22.61	34.38
5229	BODY REPAIRER	L-7	23.98	36.60
5230	SENIOR FLEET MAINTENANCE TECHNICIAN	L-7	23.98	36.60
5233	FUEL TELEMATICS TECHNICIAN	L-8	26.10	39.82
5260	MAINTENANCE ELECTRICIAN	L-8	26.10	39.82
5268	VIDEOGRAPHER	L-7	23.98	36.60
5286	CRAFTS PERSON	L-6	22.61	34.38
5294	BUILDING MAINTENANCE WORKER	L-3	18.37	28.01
5302	BUS OPERATOR TRAINEE	L-1	16.12	24.58
5304	EQUIPMENT OPERATOR	L-5	20.10	30.64
5308	SENIOR EQUIPMENT OPERATOR	L-6	22.61	34.38
5309	BUS OPERATOR	L-3	18.37	28.01
5404	METER READER	L-4	19.27	29.39
5415	WATER SERVICER	L-6	22.61	34.38
5416	WATER SERVICER INSPECTOR	L-7	23.98	36.60
5421	UTILITY WORKER	L-4	19.27	29.39
5422	PLANT OPERATOR	L-6	22.61	34.38
5424	UTILITY REPAIRER	L-5	20.10	30.64
5426	SENIOR PLANT OPERATOR	L-7	23.98	36.60
5428	UTILITY CREW LEADER	L-7	23.98	36.60
5429	UTILITY SPECIALIST	L-6	22.61	34.38
5507	SECURITY OFFICER	L-3	18.37	28.01
5544	FACILITIES ATTENDANT	L-2	17.35	26.47
5548	SENIOR FACILITIES ATTENDANT	L-3	18.37	28.01
5605	CONCESSION CLERK	L-1	16.12	24.58
5724	FORESTRY TECHNICIAN	L-5	20.10	30.64
5727	SENIOR FORESTRY TECHNICIAN	L-6	22.61	34.38

U= Unclassified position.

Sec. 2-1086. Interpretation and application of compensation plan.

(a) *Rates.* All rates prescribed in the grades of pay for city officers and employees represent the total remuneration, including pay in every form authorized for full-time employment except as otherwise set forth in this section. Where employment in a position is on a part-time basis, that is, where the week's work is less than an ordinary workweek or where the day's work on a continuing basis consists of less than the ordinary number of working hours of an ordinary working day, such service shall be compensated on the basis of the equivalent hourly rate for full-time employment.

(b) *Equivalent compensation.* It shall be permissible, in the interest of the service, to pay equivalent compensation on any other time basis than that specified in the salary range; provided that, in determining the equivalent rate on a different time basis, the relative earnings for full-time employment during a given period of time shall be taken as determining equivalency.

(c) *Minimum and maximum rates.* Under each salary schedule there is set forth a minimum and maximum salary rate. Advancement to the maximum rate for the class shall be made on the basis of an annual evaluation report and efficiency. However, the director of human resources has the authority to approve pay bands within a pay range as requested by directors that have department specific job classifications. The director of human resources shall set the minimum and maximum salary rate of each pay band. Movement between the pay bands will be based on meeting the specific departmental criteria.

(d) *Beginning salary.* Original appointment above the minimum salary rate for a class may be made upon the approval of the department director and must be requested, reviewed, and approved by the director of human resources prior to the job offer, subject to the following conditions:

- (1) The applicant must exceed the educational and experience requirements for the position as set out in the official class specifications.
- (2) The department is responsible for ensuring internal equity within that job class and among other relevant job classes and complying with applicable employment laws.
- (3) If the applicant, chosen by the department director, is requested to be hired between twenty-five (25) percent and up to forty-nine (49) percent of the pay range for a class, the department director shall refer the applicant to the director of human resources for a determination.
- (4) If the applicant, chosen by the department director, is hired at a percentage fifty (50) percent or greater, the department director shall refer the application to the human resources committee for a determination.
- (6) When any former employee is considered for reemployment in a class in which he was previously employed, the department director may authorize an appointment

above the minimum salary rate of pay for the class subject to the conditions set forth in this subsection.

- (7) The department director and the director of human resources shall keep a record of all cases of employment above the minimum rate.

(e) *Salary advancements.* If funds are available, salary increases within the appropriate pay grade may be given on an employee's pay anniversary date if the employee has received a "met overall expectations" or higher evaluation rating on the last annual employee appraisal report.

- (1) Classified employees considered non-exempt under the Fair Labor Standards Act and covered by the collective bargaining agreement with Local Union 500, AFSCME AFL-CIO, who receive an overall performance appraisal mark of at least a "Meets Expectations" on their annual employee appraisal report shall receive an increase in accordance with the collective bargaining agreement in effect at the time, in addition to any other pay agreements in effect.
- (2) Classified employees considered non-exempt under the Fair Labor Standards Act who receive at least a "meets expectations" overall rating on their employee appraisal report shall receive an increase within their salary schedule as determined by the pay provisions in effect at that time or as determined by the City Manager. Employees who are at the maximum of their salary schedule when they receive their annual performance appraisal shall be eligible for a one-time cash payment commensurate to the percent of the base pay increase that they would have been eligible for on their annual performance appraisal had they not been at the maximum of the pay grade.
- (3) Classified employees considered exempt from certain overtime provisions of the Fair Labor Standards Act, except for fire management, who receive at least a "met overall expectations" evaluation rating on their annual appraisal report shall receive an increase within their salary schedule as determined by the pay provisions in effect at that time or as determined by the City Manager. Employees who are at the maximum of their salary schedule when they receive their annual performance appraisal shall be eligible for a one-time cash payment commensurate to the percent of the base pay increase that they would have been eligible for on their annual performance appraisal had they not been at the maximum of the pay grade.
- (4) Unclassified employees who receive at least a "meets overall expectations" evaluation rating on their employee appraisal report shall receive an increase within their salary schedule as determined by the pay provisions in effect at that time or as determined by the city manager. Employees who are at the maximum of their salary schedule when they receive their annual performance appraisal shall be eligible for a one-time cash payment commensurate to the percent of the

base pay increase that they would have been eligible for on their annual performance appraisal had they not been at the maximum of the pay grade.

- (5) Classified employees considered non-exempt under the Fair Labor Standards Act and covered by collective bargaining agreement with Local Union 42, IAFF, and who receive an overall performance appraisal mark of at least a "Meets Expectations" on their annual employee appraisal report shall receive an increase in accordance with the collective bargaining agreement in effect at the time, in addition to any other pay agreements in effect
- (6) Classified employees covered by the collective bargaining agreement with Local Union 3808, IAFF, and who receive an overall performance appraisal mark of at least "Meets Expectations" on their annual employee appraisal report shall receive an increase in accordance with the collective bargaining agreement in effect at the time, in addition to any other pay agreements in effect.

For employees considered non-exempt under the FLSA, an increase may be delayed not to exceed 90 calendar days from the pay anniversary date provided the department head furnishes justification for the action to the concerned employee and the human resources director. Employees considered exempt under FLSA receiving an evaluation rating "failed to meet overall expectations" on their annual employee appraisal report will not receive an increase for that year of service. Employees receiving two consecutive overall "failed to meet expectations" evaluation ratings will be recommended for termination.

Salary increases shall take effect on the employee's pay anniversary date.

(f) *Pay increases for exceptional service.*

- (1) Additional pay increases within the pay grade may be granted to recognize exceptional service rendered by employees considered non-exempt under FLSA of up to four (4) percent for those not covered under a collective bargaining agreement or for those employees covered under a collective bargaining agreement, the increase shall be made in accordance with the provisions of the CBA in effect. The department head concerned shall make increases for exceptional service only after written justification and documentation has been provided to the director of human resources.
- (2) Each department shall prepare specific criteria for granting pay increases for exceptional service applicable to the department's work. After completion of the initial probationary period all regular employees covered by the FLSA are eligible for consideration for a pay increase to recognize exceptional service rendered. A pay increase for exceptional service work shall not constitute a new pay anniversary date for the employee concerned. An employee may receive only one pay increase for exceptional service within the pay grade in any 12-month period from award.

- (3) Pay increases for exceptional service may not exceed five percent of the total average number of regular employees eligible for exceptional services increases assigned to a department in any fiscal year, except that in a department with less than 10 employees covered by the FLSA not more than one exceptional service pay increase may be granted in any fiscal year.
- (4) Department heads shall maintain appropriate records to demonstrate adherence with this subsection (f). Pay increases for exceptional service shall be funded out of existing departmental budgets.

(g) *Payments by other agencies.* In any case in which part of the compensation for services in a position, exclusive of overtime services, is paid by another department or division or an outside agency such as the county, the state or the federal government, or from a different fund or account, any such payments shall be deducted from the compensation of the employee concerned, to the end that the total compensation paid to any employee from all sources combined, for any period, shall not exceed the amount payable at the rate prescribed for the class of position to which the employee is certified and assigned.

(h) *Salary rate upon promotion, transfer or demotion.*

- (1) Definition of promotion and demotion.
 - a. *Promotion.* When an employee moves from one position to a vacant position having a higher maximum rate.
 - b. *Demotion.* When an employee moves from one position to a vacant position having a lower maximum rate than the position previously vacated.
- (2) In the case of promotion for those employee not covered under a CBA, the rate of pay of the promoted employee shall be increased by four (4) percent for each higher pay grade up to a maximum of three grades totaling 12 percent. Those who are within six months of their next pay anniversary date when promoted shall receive an additional two (2) percent increase.
- (3) In the case of a promotion in which the employee moves from a non-exempt position to an exempt position, the rate of pay of the promoted employee shall be increased by eight (8) percent. Employees within six months of their next pay anniversary date when promoted shall receive an additional two (2) percent increase.
- (4) In the case of a promotion in which the employee moves from a bargaining unit position to a management non-exempt position or vice versa, the rate of pay of the promoted employee shall be increased by eight (8) percent. Those employees promoting to a management non-exempt position within six months of their next

pay anniversary date when promoted shall receive an additional two (2) percent increase.

- (5) In the case of transfer, the employee's pay rate will remain unchanged at the time of transfer.
- (6) In the case of demotion, the rate of the demoted employee shall be reduced by four percent per grade for a maximum of three grades, totaling twelve (12) percent.
- (7) In the case of demotion in which the employee moves from an exempt position to a non-exempt position, the rate of pay of the demoted employee shall be decreased by eight (8) percent.
- (8) In the case of demotion in which the employee moves from a management non-exempt position to a bargaining unit position or vice versa, the rate of pay of the demoted employee shall be decreased by eight (8) percent.
- (9) An employee who is demoted involuntarily due to misconduct or unsatisfactory performance shall not be eligible for promotion or a merit increase for a period of one year from the time of demotion.
- (10) An employee who is demoted as a result of a reasonable job accommodation shall not have the rate of pay decreased unless the maximum of the new job classification is below the current salary. In such case, the employee will be moved to the maximum of the new pay range.
- (11) In all cases, the new rate shall be at least the minimum and not more than the maximum of the new pay grade.
 - a. If the salary change does not place the employee on a step in a bargaining unit position, the employee will move to the next higher step except as specifically provided otherwise in this section.

(i) *Salary rate upon promotion, transfer or demotion for employees covered under a Collective Bargaining Agreement.* Promotions, demotions and transfers shall be made in accordance with the provisions of the CBA in effect.

(j) *Part-time and temporary employment.* Part-time or temporary employees shall be compensated on the basis of the equivalent hourly rate paid for full-time employment and shall be paid for only those hours which they actually work.

(k) *Total remuneration.* Any salary rate established for an officer or employee shall be the total remuneration for the officer or employee, not including reimbursement for official travel. Except as otherwise provided in this article, no officer or employee shall receive pay from the city in addition to the salary authorized under the schedules provided in the pay plan for

services rendered by him, either in the discharge of his ordinary duties or any additional duties which may be imposed upon him or which he may undertake or volunteer to perform. Nothing contained in this subsection shall be deemed to prohibit payments to employees pursuant to section 2-981 or payments or awards to employees made pursuant to an approved safety incentive program of the city manager's employee safety board, nor shall there be any prohibition to provide for the eligibility for a top performance executive bonus program or other incentive plans for managers as executed by the city manager. Upon attainment of goals/incentives, employees allocated to classes covered by the provisions of the work agreement between the city and Local 500-American Federation of State, County and Municipal Employees are eligible to receive bonus/incentive payments in accordance with the provisions of the work agreement in effect.

(l) *Accelerated salary advancements.* An increase in compensation rate, within the limits provided in the pay grade for a class, may be granted at any time by the city manager, following the completion of the employee's initial probationary period. The city manager, in any given fiscal quarter, shall not grant accelerated salary increases for employees in the classified system in excess of \$20,000.00, and they shall keep a record of the increases they have granted pursuant to this subsection.

(m) *Incentive programs.* The department director, with the approval of the human resources director, may establish incentive plans for performance and achievement levels. These plans may include monetary awards and salary increases.

(n) *On-call pay.* A department director, with the approval of the human resources director, may establish an on-call pay plan for situations that require employees to remain fit-for-duty and available to respond to emergency call-in situations in a timely manner for a period of 24 hours.

(o) Shift Differential-Classified non-exempt employees not covered under a CBA will receive the following shift differential:

- (1) \$1.10 per hour for shifts beginning between 2:00 p.m. through 8:59 p.m.
- (2) \$1.20 per hour for shifts beginning between 9:00 p.m. through 3:59 a.m.
- (3) \$1.75 per hour for working a weekend shift. A designated weekend shift is defined as any shift that starts on or after 2:00 p.m., on Friday, and continuing through any shift that starts on or before, but not after 8:59 p.m., on Sunday.

Sec. 2-1088. Overtime and compensatory time.

All overtime or arrangements for overtime work by city employees shall be approved in advance by the department head or designee. Any employee assigned to perform overtime work in excess of the applicable standard workday or standard workweek may be compensated as follows:

- (1) Employees considered non-exempt under the Fair Labor Standards Act (FLSA) shall be paid for overtime work at the rate of time and one-half the straight hourly equivalent rate for the assigned position classification. Hours worked in excess of 16 in any work day will be compensated at twice the regularly assigned straight time hourly rate. Employees working a five-day, eight-hour schedule shall be compensated at a rate of two times their regularly assigned straight hourly rate on their seventh consecutive work day. Employees working a four-day, ten-hour schedule shall be compensated at a rate of two times their regularly assigned straight hourly rate on their sixth and seventh consecutive workday. Employees considered exempt under FLSA shall not be paid for overtime work and are not eligible to earn compensatory time.
 - a. Whenever an employee qualified for overtime is called back on an emergency to work after the employee's regular working hour and after the employee has left his last work site, the minimum overtime payment or the minimum compensatory time credit shall be for four hours of work at the rate of time and one-half.
 - b. Employees may be granted equivalent compensatory time off in lieu of cash compensation for overtime worked, subject to the following conditions:
 1. Compensatory time may be earned and should be used during the fiscal year. Maximum accumulation of compensatory time is 240 hours, such accumulation being determined by multiplying the overtime hours worked by the appropriate factor or combination of factors until the 240-hour maximum is reached. The factor for time and one-half is 1½; the factor for double time is 2.
 2. In that no cash payout of the accumulated compensatory time is intended, all scheduled use of the accumulated time will be completed within a reasonable period, not to exceed two years. Employees may use accumulated compensatory time within a reasonable period after request if such use does not unduly disrupt the operations of the city. While generally the choice of the use of accumulated compensatory time will be mutually agreed upon by the employee and the supervisor, in the event of a conflict, work schedule demands will prevail.
 3. When an employee transfers from one department to another, any outstanding compensatory time balance will transfer to the new department, unless the employee transfers to a position that is covered by the collective bargaining agreement under IAFF Local Union 42.

4. When an employee moves from a non-exempt to exempt position, any outstanding compensatory time balance shall be paid out at the non-exempt pay rate.
 5. When an employee separates from employment any unused time shall be paid out at the pay rate at the time of separation.
- (2) Employees in the classified service considered exempt under FLSA in salary grades EX-1 to EX-8 may be granted a one-time cash payment of \$400.00 for performing their duties under a declared emergency situation or situations that the city manager deems as immediately essential to the operation of city government. This provision will apply only when hours worked are in excess of 55 in a workweek and conditions do not allow the employee to take equivalent time off. The manager requesting the utilization of this policy must provide a written request documenting the necessity for the payment of the one-time cash payment to the exempt employee. Such payment shall be at the recommendation of the department head and will require the approval of the city manager.
 - (3) Employees allocated to classes covered by the provisions of the collective bargaining agreement between the city and Local 500-American Federation of State, County and Municipal Employees shall be compensated in accordance with the provisions of the agreement in effect.
 - (4) Employees allocated to classes covered by the provisions of the collective bargaining agreement between the city and Local 42-International Association of Fire Fighters shall be compensated in accordance with the provisions of the agreement in effect.
 - (5) Employee allocated to classes covered by the provisions of the collective bargaining agreement between the City and Local 3808—International Association of Fire Fighters shall be compensated in accordance with the provisions of the agreement in effect.

Sec. 2-1092. Temporary assignment to higher classification.

Any employee assigned temporarily to work in a regular position in a class with a higher maximum salary than his own shall be compensated as follows:

- (1) Employees considered non-exempt under the Fair Labor Standards Act (FLSA) shall be compensated at the minimum rate established for the higher class or five percent, whichever is greater, for work performed for one workweek or in the higher class.

Employees exempt under FLSA who are assigned to pay grade EX-8 or below shall be compensated at the minimum rate established for the higher class or five

percent, whichever is greater, for each two-week work period or more of work performed in the higher class.

The following conditions must be met to receive differential pay:

- a. Any vacant position that requires an employee or employees to work in a higher classification for more than eight weeks will require review and approval by the human resources director. Where practicable, approval should be received prior to the commencement of the assignment.
 - b. Where more than one employee is qualified to perform the work of the higher classification, the city strongly encourages the appointing authority to rotate the assignment among all employees considered eligible, where feasible.
 - c. The employee who is temporarily assigned to serve and actually serves in a higher level position must be fully qualified to perform and must actually perform the full range of duties of the higher level position in order to be eligible for the additional compensation provided for in this subsection.
 - d. No employee shall be assigned to a higher level position entitling the employee to differential pay without the prior approval of the department director or designee.
 - e. In order for an employee to receive additional compensation, an appropriate higher level position must be vacant in the work unit, and the employee must meet the minimum qualifications for the higher level position.
- (2) Employees allocated to classes covered by the provisions of the collective bargaining agreement between the city and Local 500-American Federation of State, County and Municipal Employees shall be compensated in accordance with the provisions of the agreement in effect.
 - (3) Employees allocated to classes covered by the provisions of the collective bargaining agreement between the city and Local 42-International Association of Fire Fighters shall be compensated in accordance with the provisions of the agreement in effect.
 - (4) Employee allocated to classes covered by the provisions of the collective bargaining agreement between the city and Local 3808-International Association of Fire Fighters shall be compensated in accordance with the provisions of the agreement in effect.

Sec. 2-1099. Vacation leave.

(a) *Generally.*

(1) *Amount.*

- a. Vacation leave for all full-time regular employees in the classified or unclassified service, except employees specifically covered elsewhere in this section, allocated to classes within the managerial, professional, supervisory or confidential group shall receive vacation leave annually as follows:

After 6 months of service	40 hours
After 1 year of service	80 hours
After 5 years of service	120 hours
After 10 years of service	136 hours
After 15 years of service	160 hours
After 20 years of service	184 hours

- b. Employees in a department director, assistant city manager, city clerk or city auditor classification shall receive vacation leave annually as follows:

After 6 months of service	120 hours
After 5 years of service	160 hours
After 10 years of service	216 hours
After 15 years of service	240 hours

- c. A regular employee appointed to the classified or unclassified service on or prior to the fifteenth day of the month shall receive vacation leave credit beginning on the first day of that month; such employee appointed to the classified or unclassified service subsequent to the fifteenth day of the month shall receive vacation leave credit beginning on the first day of the succeeding month.
- d. An employee who is compensated for 41 hours or more in a pay period will be credited with the proportionate amount for the pay period.
- e. A full-time contract employee appointed as a full-time regular employee after June 1, 2002, who has been a resident of Kansas City, Missouri and a full-time contract employee for at least five consecutive years immediately preceding appointment and whose contracts during such period provided vacation leave for the employee:
1. Shall be credited with five years of services for purposes of calculating annual vacation leave under this section;

2. Shall not be considered a new employee for purposes of subsection (a)(2) of this section; and
 3. Shall be credited with any vacation leave credited and unused as a contract employee.
- (2) *New employees; scheduling.* No annual leave may be taken by an employee until the employee has been in the service of the city continuously for a period of six full months. Each department head shall keep records of vacation leave credit and use, and shall schedule vacation leaves with particular regard to the seniority of employees, to accord with operating requirements, and insofar as possible with the requests of employees.
- (3) *Accrual.* Employees with less than 15 years of service may accrue vacation leave to a maximum of twice the amount earned in a year. Employees with 15 consecutive years or more of service may accrue vacation leave to a maximum of two and half times the amount earned in a year. Employees who are in the job class of budget officer, deputy city attorney, deputy director, deputy director of aviation or deputy director of water services and who have 20 consecutive years or more of service may accrue vacation leave to a maximum of 600 hours.
- (4) *Terminal leave.* Any employee leaving municipal service shall be compensated for vacation leave credited and unused at the employee's regular rate of pay. In calculating such compensation, the city shall not include any extraordinary pay, shift differentials, special duty pay, overtime, or any other additional pay.
- (5) *Holidays occurring during vacation period.* Any official holiday as set forth in this article that shall occur during an employee's scheduled vacation period shall not be counted as a day of vacation.
- (6) *Extra free paid leave days.* Each full-time employee in the classified and unclassified service shall receive, in addition to the employee's regular vacation leave credit provided for in this section, two additional days of paid leave, which may be taken at the employee's option, with the approval of the employee's department head. Free days shall be available immediately upon the start of employment. Free days must be taken within the calendar year they are made available. Any unused free day shall not be paid out upon an employee's separation.
- (7) *Kansas City Corporate Challenge competition.* Employees participating in the city's official Kansas City Corporate Challenge competition shall earn an extra free paid leave day upon meeting the following criteria:
- a. Receiving a medal for first, second or third place in an officially sponsored Kansas City Corporate Challenge event or

- b. Representing the city in at least two officially sponsored Kansas City Corporate Challenge events (i.e. in competition, as an event coordinator, or as an assigned volunteer).
- c. The free day must be taken during the fiscal year in which it was earned and cannot be accumulated. If an employee fails to use the free day prior to the end of the fiscal year the free day shall be forfeited. An unused free day shall not be paid out upon an employee's separation.

(8) *City manager.* The city manager shall be entitled to annual leave of six full five-day workweeks.

(b) *Local 500-AFSCME.* Employees allocated to classes covered by the provisions of the work agreement between the city and Local 500-American Federation of State, County and Municipal Employees shall receive vacation leave in accordance with the provisions of the work agreement in effect.

(c) *Local 42-IAFF.* Employees allocated to classes covered by the provisions of the work agreement between the city and Local 42-International Association of Fire Fighters shall receive vacation leave in accordance with the provisions of the work agreement in effect.

(d) *Local 3808-IAFF.* Employees allocated to classes covered by the provisions of the work agreement between the city and Local 3808-International Association of Fire Fighters shall receive vacation leave in accordance with the provisions of the work agreement in effect.

(e) *Waiving vacation.* As vacation leave is granted to employees for a period of recreation, no employee shall be ordinarily permitted to waive such leave for the purpose of receiving double pay, excepting, however, that employees in management non-exempt job classifications with five years or more of service, and having at least four weeks of accumulated vacation, may cash in 40 hours of vacation per year. The number of employees who may exercise this option during any pay period is limited to five percent of the M-class department employees.

(f) *Prerequisites for usage.* Generally, vacation time must be earned and recorded prior to usage.

..end

I hereby certify that there is a balance, otherwise unencumbered, to the credit of the appropriation to which the foregoing expenditure is to be charged, and a cash balance, otherwise unencumbered, in the treasury, to the credit of the fund from which payment is to be made, each sufficient to meet the obligation hereby incurred.

Tammy L. Queen
Director of Finance

Approved as to form:

Katherine Chandler
Senior Associate City Attorney



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #

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

Amending Chapter 2 of the Code of Ordinances of the Kansas City, Missouri, Classification and Compensation Plan, by repealing Sections 2-1075, 2-1076, 2-1077, 2-1078, 2-1079, 2-1086, 2-1088, 2-1092 and 2-1099 and enacting in lieu thereof sections of like numbers and subject matters to adjust the pay scales for IAFF Local 42 and IAFF Local 3808 in accordance with their collective bargaining agreements; creates four new job classifications; retitles two job classifications; adjusts the pay grades for eight job classifications; and updates City compensation policies.

Discussion

To ensure continuous monitoring of the compensation and classification system and by requests of departments, updates to job classifications and pay grades adjustments are necessary to attract and retain talent.

Fiscal Impact

1. Is this legislation included in the adopted budget? Yes No
2. What is the funding source?

N/A
3. How does the legislation affect the current fiscal year?

See Executive Summary section.
4. Does the legislation have fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.

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



City of Kansas City, Missouri

Docket Memo

N/A

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)

Click or tap here to enter text.

Citywide Business Plan (CWBP) Impact

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):

- Reform the City's economic incentives to meet the policy objectives of the City Council
- Ensure the resiliency of City government
- Engage in workforce planning including employee recruitment, development, retention, and engagement
- Ensure a responsive, representative, engaged, and transparent City government
-
-

Prior Legislation

None

Service Level Impacts

None



City of Kansas City, Missouri

Docket Memo

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
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



File #: 230284

ORDINANCE NO. 230284

Sponsor: Director of the Finance Department

Estimating revenue and adjusting appropriations in various funds in connection with the third quarter analysis; appropriating Fiscal Year 2022-23 unexpended and unencumbered balances in various funds to the same accounts and funds in Fiscal Year 2023-24 as designated; and recognizing this ordinance as having an accelerated effective date.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the revenue in the following accounts of the Payments in Lieu of Taxes / ED Fund, Fund No. 6830 are hereby re-estimated in the following additional amounts:

23-6830-120000-452111	Earnings Tax Withholdings	\$185,300.00
23-6830-120000-476350	PILOT Revenue	<u>40,264.00</u>
	TOTAL	\$225,564.00

Section 2. That the appropriations in the following accounts of the Payments in Lieu of Taxes/ED Fund, No. 6830 are hereby reduced in the following amount:

23-6830-129998-901000	Transfer to General Fund	\$169,000.00
23-6830-129998-902020	Transfer to Museum Fund	5,100.00
23-6830-129998-902330	Transfer to Health Levy Fund	169,200.00
23-6830-129998-905010	Transfer to General Debt & Interest	<u>80,700.00</u>
	TOTAL	\$424,000.00

Section 3. That the sum of \$1,633,000.00 is hereby appropriated from the Unappropriated Fund Balance of the Payments in Lieu of Taxes/ED Fund, No. 6830, to the following accounts:

23-6830-129190-B	School District PILOTs	\$889,700.00
23-6830-129192-B	County PILOTs	230,900.00
23-6830-129300-B	Health Sciences CID Contribution	185,400.00
23-6830-129998-902590	Transfer to Shared Success	326,700.00
23-6830-129998-905320	Transfer to KC Downtown Redev Dist.	<u>300.00</u>
	TOTAL	\$1,633,000.00

Section 4. That the revenue estimate in the following account of the General Fund, Fund No. 1000 is hereby reduced in the following amount:

23-1000-120000-506830 Transfer from PILOTs / ED Fund \$169,000.00

Section 5. That the revenue estimate in the following account of the Museum Fund, Fund No. 2020 is hereby reduced in the following amount:

23-2020-120000-506830 Transfer from PILOTs / ED Fund \$5,100.00

Section 6. That the revenue estimate in the following account of the Health Levy Fund, Fund No. 2330 is hereby reduced in the following amount:

23-2330-120000-506830 Transfer from PILOTs / ED Fund \$169,200.00

Section 7. That the revenue in the following account of the General Debt & Interest Fund, Fund No. 5010 is hereby reduced in the following amount:

23-5010-120000-506830 Transfer from PILOTs / ED Fund \$80,700.00

Section 8. That the revenue in the following account of the Shared Success Fund, Fund No. 2590 is hereby re-estimated in the following additional amount:

23-2590-120000-506830 Transfer from PILOTs / ED Fund \$326,700.00

Section 9. That the revenue in the following account of the KC Dwntrwn Redv Dist Fund, Fund No. 5320 is hereby re-estimated in the following additional amount:

23-5320-120000-506830 Transfer from PILOTs / ED Fund \$300.00

Section 10. That the sum of \$19,400.00 is hereby appropriated from the Unappropriated Fund Balance of the General Fund to the following account:

23-1000-129998-905300 Transfer to STIF Blue Parkway Fund \$19,400.00

Section 11. That the revenue estimate in the following account of the STIF Blue Parkway Fund, Fund No. 5300, is hereby estimated in the following amount:

23-5300-120000-X-501000 Transfer from General Fund \$19,400.00

Section 12. That the sum of \$19,400.00 is hereby appropriated from the Unappropriated Fund Balance of the STIF Blue Parkway Fund to the following account:

23-5300-122537-B Brush Creek Contribution \$19,400.00

Section. 13. That the sum of \$13,992,807.00 is hereby appropriated from the Unappropriated Fund Balance of the General Fund, Fund No. 1000, to the following accounts:

23-1000-121110-B	County Collection Fee	\$ 30,000.00
23-1000-071715-B	General Service	111,504.00
23-1000-071921-C	Fleet – Police	Fuel
592,341.00		
23-1000-232000-A	Fire Department	5,500,000.00
23-1000-702410-B	Parks and Recreation	37,878.00
23-1000-892330-B	Public Works	2,000,000.00
23-1000-129998-X-902170	Transfer to Performing Arts Garage	472,800.00
23-1000-129998-X-902475	Transfer to Domestic Violence Shelters	
110,000.00		
23-1000-129998-X-906640	Transfer to Health Care & Wellness Fund	
<u>5,138,284.00</u>		
	TOTAL	\$13,992,807.00

Section 14. That the appropriations in the following accounts of the General Fund, Fund No 1000 are hereby reduced in the following amounts:

23-1000-129998-X-902160	Transfer to Parking Fund	\$ 285,897.00
23-1000-129998-X-902361	Transfer to Convention Hotel Catering Fund	274,718.00
23-1000-129998-X-902470	Transfer to Domestic Violence Grant Fund	168,366.00
23-1000-179990-B	Contingent Appropriation	<u>2,925,965.00</u>
	TOTAL	\$3,654,946.00

Section 15. That the appropriation in the following account of the General Fund, Fund No. 1000 is hereby reduced by the following amount:

23-1000-179990-B	Contingent Appropriation	\$750,000.00
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Section 16. That the sum of \$750,000.00 is hereby appropriated from the Unappropriated Fund Balance of the General Fund, Fund No. 1000, to the following account:

23-1000-129998-X-903090	Transfer to Capital Improvements Fund	\$750,000.00
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Section 17. That the revenue in the following account of the Capital Improvements Fund, Fund No. 3090 is hereby estimated in the following amount:

23-3090-120000-501000	Transfer from the General Fund	\$750,000.00
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Section 18. That the sum of \$750,000.00 is hereby appropriated from the Unappropriated Fund Balance of the Capital Improvements Fund, Fund No. 3090 to the following account:

23-3090-077700-B-07P23070	KC Museum Repair	\$750,000.00
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Section. 19. That the sum of \$3,000.00 is hereby appropriated from the Unappropriated Fund Balance of the Museum Fund, Fund No. 2020, to the following account:

23-2020-121110-B County Collection Fee \$3,000.00

Section 20. That the sum of \$1,100,000.00 is hereby appropriated from the Unappropriated Fund Balance of the Golf Fund, Fund No. 2050, to the following account:

23-2050-702660-B Reimburse Management Companies \$1,100,000.00

Section 21. That the sum of \$59,000.00 is hereby appropriated from the Unappropriated Fund Balance of the Public Mass Transportation Fund, Fund 2080, to the following account:

23-2080-891000-B Public Works – BikeKC \$59,000.00

Section 22. That the revenue estimate in the following account of the Parking Fund, Fund No. 2160 is hereby reduced in the following amount:

23-2160-120000-X-501000 Transfer from the General Fund \$285,897.00

Section 23. That the revenue estimate in the following account of the Performing Arts Center Garage Fund, Fund No 2170 is hereby increased in the following amount:

23-2170-120000-X-501000 Transfer from the General Fund \$472,800.00

Section 24. That the sum of \$899,148.00 is hereby appropriated from the Unappropriated Fund Balance of the KCATA Sales Tax Fund, Fund No. 2290 to the following account:

23-2290-692000-645100 KCATA Pass Through \$3,474,904.00

Section 25. That the revenue estimate in the following account of the Fire Sales Tax Fund, Fund No. 2300 is hereby increased in the following additional amount:

23-2300-120000-451100	Sales Tax	\$2,025,362.00
23-2300-232520-465650	GEMT	<u>1,700,000.00</u>
	TOTAL	\$3,725,362.00

Section 26. That the sum of \$3,725,362.00 is hereby appropriated from the Unappropriated Fund Balance of the Fire Sales Tax Fund, Fund No. 2300, to the following account:

23-2300-231450-623340 Fuel \$3,725,362.00

Section 27. That the sum of \$2,000,000.00 is hereby appropriated from the Unappropriated Fund Balance of the Fire Sales Tax Capital Fund, No. 2301, to the following account:

23-2301-077700-E Fixed Plant Operations- Facilities Mgmt \$2,000,000.00

Section 28. That the sum of \$42,000.00 is hereby appropriated from the Unappropriated Fund Balance of the Health Levy Fund, Fund No. 2330, to the following account:

23-2330-121110-B	County Collection Fee	\$42,000.00
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Section 30. That the sum of \$1,720,068.55 is hereby appropriated from the Unappropriated Fund Balance of the Health Levy – Opioid Program, Fund No. 2331 to the following account:

23-2331-502390-B	Opioid Settlements	\$1,720,068.55
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Section 31. That the sum of \$600,000.00 is hereby appropriated from the Unappropriated Fund Balance of the Convention and Tourism Fund, Fund No. 2360 to the following account:

23-2360-632000-B	Event Support	\$600,000.00
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Section 32. That the revenue estimate in the following account of the Convention Hotel Catering Fund is hereby reduced in the following amount:

23-2361-120000-X-501000	Transfer from General Fund	\$274,718.00
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Section 33. That the revenue estimate in the following account of the Domestic Violence Grant Fund is hereby reduced in the following amount:

23-2470-120000-X-501000	Transfer from the General Fund	\$168,366.00
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Section 34. That the revenue estimate in the following account of the Domestic Violence Shelters Fund, Fund 2475, is hereby increased in the following additional amount:

23-2475-120000-X-501000	Transfer from General Fund	\$110,000.00
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Section 35. That the sum of \$706,359.00 is hereby appropriated from the Unappropriated Fund Balance of the Fire Sales Tax Capital Fund, Fund 2301 to the following account:

23-2301-129998-X-903090	Transfer to Capital Improvements Fund	\$706,359.00
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Section 36. That the sum of \$17,000.00 is hereby appropriated from the Unappropriated Fund Balance of the General Debt and Interest Fund, Fund No. 5010, to the following account:

23-5010-121120-B	Appraiser and Negotiator Fees	\$17,000.00
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Section 37. That the revenue estimate in the following account of the Health Care & Wellness Fund is hereby increased in the following amount:

23-6640-120000-X-501000	Transfer from the General Fund	\$5,138,284.00
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23-6640-120000-X-508300	Transfer from the Aviation Fund	501,967.00
23-6640-120000-X-508010	Transfer from the Water Fund	516,030.00
23-6640-120000-X-508110	Transfer from the Sewer Fund	397,697.00
23-6640-120000-X-508200	Transfer from the Stormwater Fund	<u>100,386.00</u>
	TOTAL	\$6,654,364.00

Section 38. That the sum of \$2,300,000.00 is hereby appropriated from the Unappropriated Fund Balance of the Workers Compensation Fund, Fund No. 7020 to the following account:

23-7020-071402-B	Workers Compensation Payments	\$2,300,000.00
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Section 39. That the sum of \$1,170,000.00 is hereby appropriated from the Unappropriated Fund Balance of the Fleet Services Fund, Fund 7151, to the following account:

23-7151-071920-C	Fuel for Resale	\$1,170,000.00
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Section 40. That the sum of \$516,030.00 is hereby appropriated from the Unappropriated Fund Balance of the Water Fund, Fund No. 8010 to the following account:

23-8010-129998-X-906640	Transfer to Health Care & Wellness	\$516,030.00
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Section 41. That the sum of \$397,967.00 is hereby appropriated from the Unappropriated Fund Balance of the Sewer Fund, Fund No. 8110 to the following account:

23-8110-129998-X-906640	Transfer to Health Care & Wellness	\$397,697.00
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Section 42. That the sum of \$100,386.00 is hereby appropriated from the Unappropriated Fund Balance of the Stormwater Fund, Fund No. 8200 to the following account:

23-8200-129998-X-906640	Transfer to Health Care & Wellness	\$100,386.00
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Section 43. That the sum of \$501,967.00 is hereby appropriated from the Unappropriated Fund Balance of the Aviation Fund, Fund No. 8300 to the following account:

23-8300-129998-X-906640	Transfer to Health Care & Wellness	\$501,967.00
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Section 44. That the sum of \$9,520,710.01 is hereby appropriated from the Unappropriated Fund Balances of the 2019 Airport Terminal Bond Fund, Fund No. 8560, Airport Improvement 2019B, Fund No. 8561, Airport Improvement 2019C Bond Fund, Fund No. 8562, IDA Series 2020A Airport Terminal Fund, Fund No. 8563 and IDA Series 2020B Airport Terminal Fund, Fund No. 8564 to the following accounts:

AL-8560-627270-B-62000000	KCI Capital Improvements	\$688,729.30
AL-8561-627270-B-62000000	KCI Capital Improvements	\$6,220,238.79

AL-8562-627270-B-62000000	KCI Capital Improvements	\$573,504.28
AL-8563-627270-B-62000000	KCI Capital Improvements	\$1,436,020.28
AL-8564-627270-B-62000000	KCI Capital Improvements	<u>\$602,217.36</u>
	TOTAL	\$9,520,710.01

Section 45. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the General Fund, Fund No. 1000, to the same fund and accounts in Fiscal Year 2023-24 for the following accounts:

23-1000-091540-B	Cass County Board of Election
23-1000-091510-B	KC Board of Election Comm.
23-1000-091520-B	Clay Co. Board of Election Comm
23-1000-091622-B	Clay Co.-Cty Special Election
23-1000-091614-B	KC Board- Co. General Election
23-1000-091530-B	Platte Co. Board of Election
23-1000-091632-B	Platte Co-Cty Special Election
23-1000-102210-E	Correctional Services
23-1000-101435-B	Environmental Quality
23-1000-121100-B	Priority Based Budgeting
23-1000-121057-B	Special Projects – Finance
23-1000-121465-B	WeDevelopment
23-1000-121466-B	Linwood Credit Line
23-1000-131500-B	Legal Services – Computer Software Maintenance
23-1000-131506-B	Outside Attorney Consulting
23-1000-141700-B	Tuition Reimbursement
23-1000-272000-B	Court Operations – Queue Kiosk
23-1000-271010-B	Administrative Support- Queue Kiosk
23-1000-542117-B	Second Gen Disparity Study
23-1000-542020-B	Civil Rights Enforcement - Quality of Urban Life Report
23-1000-551006-B	WHO- Mulkey Square
23-1000-552037-B	Shelter for the Homeless
23-1000-552349-B	Neighborhood Initiatives
23-1000-571000-B	Change Orders for 4 th & 13 th Floor Remodel
23-1000-571000-C	Change Orders for 4 th & 13 th Floor Remodel
23-1000-572432-B	Building Demolition
23-1000-642310-B	Area Plans & Annexation Study
23-1000-892030-C	Streets Signs for Steptoe Street Rename

Section 46. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Violence Prevention & Intervention Fund, Fund No. 2000, to the same fund, account and project in Fiscal Year 2023-24 for the following account:

23-2000-501905-B	Blueprint for Violence Prevention
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Section 47. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Central City Economic Development Sales Tax Fund, Fund No. 2200, to the same fund, account and project in Fiscal Year 2023-24 for the following account:

23-2200-552047-B Central City Sales Tax
23-2200-555998-B-55BUDGET Central City – Projects

Section 48. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Development Services Fund, Fund No. 2210 to the same fund and account in Fiscal Year 2023-24 for the following account:

23-2210-071866-B Ener-Gov
23-2210-642500-B Development Services Admin
23-2210-891572-B TIF Project Management

Section 49. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Fire Sales Tax Fund, Fund No. 2300 to the same fund and account in Fiscal Year 2023-24 for the following account:

23-2300-077700-B Fixed Plant Operations
23-2300-077700-C Fixed Plant Operations

Section 50. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Fire Capital Sales Tax Fund, Fund No. 2301, to the same fund and accounts in Fiscal Year 2023-24 for the following accounts:

23-2301-077700-B-07P23072 Fixed Plant Operations
23-2301-077700-E-07700061 Fixed Plant Operations
23-2301-231000-E Chief's Office
23-2301-231405-E Logistics
23-2301-231410-E Communication Operations
23-2301-231430-E Station Operations
23-2301-231440-E Systems
23-2301-231450-E Fleet
23-2301-233100-E Fire Marshal's Office

Section 51. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Health Levy Fund, Fund No. 2330, to the same fund and accounts in Fiscal Year 2023-24 for the funds in the following accounts:

23-2330-501002-E Health Special Projects
23-2330-502019-B Victim Witness Relocation Program
23-2330-502213-A Healthy Homes
23-2330-502213-B Healthy Homes
23-2330-502213-C Healthy Homes

23-2330-502214-B Healthy Homes Emergency
23-2330-502400-C Communicable Disease Prevention

Section 52. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Health Levy - Opioid Fund, Fund No. 2331, to the same fund and accounts in Fiscal Year 2023-24 for the funds in the following accounts:

23-2331-502390-B Opioid Settlements

Section 53. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered in the Arterial Street Impact Fee Fund, Fund No. 2430, to the same fund and account in Fiscal Year 2023-24 for the funds in the following account:

23-2430-897420-B Plaza Develop Impact District

Section 54. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Housing Trust Fund, Fund No. 2490 to the same fund and account in Fiscal Year 2023-24 for the following account:

23-2490-552046-B Economic Development

Section 55. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Strategic Neighborhoods Fund, Fund No. 2570 to the same fund and account in Fiscal Year 2023-24 for the following account:

23-2570-552349-B Neighborhood Initiatives

Section 56. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Capital Improvements Sales Tax Fund, Fund No 3090, to the same fund and accounts in Fiscal Year 2023-24 **except** for the funds in the following accounts:

23-3090-071200 City Architect
23-3090-072100 Procurement
23-3090-101600 Office of Disability Awareness
23-3090-121100 Office of Management and Budget
23-3090-129653 Debt Service
23-3090-129761 Debt Service
23-3090-129763 Debt Service
23-3090-129766 Debt Service
23-3090-129998 Finance Transfers
23-3090-542115 MBE/WBE Monitoring
23-3090-701300 Engineering and Planning
23-3090-702125 LifeX Park Maintenance
23-3090-891025 Coordination Services
23-3090-891334 Right of Way
23-3090-891525 Public Inspections
23-3090-891550 Materials Lab

23-3090-891570	Major Capital Project Management
23-3090-891953	Reimbursable Surveying
23-3090-899544	22 - Buck O'Neill Bridge
23-3090-899555	22 – CW Platte Bridge
23-3090-899798	DS 21 City Hall Parking Garage

Section 57. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the STIF Linwood Shopping Center Fund, Fund No. 5305 to the same fund and account in Fiscal Year 2023-24 for the following account:

23-5305-552556-B	STIF Linwood Shopping Center -CID
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Section 58. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the City Legal Expense Fund, Fund No. 7010 to the same fund and account in Fiscal Year 2023-24 for the following account:

23-7010-131501-B	Legal Services – Cumulative Claim
23-7010-131506-B	Outside Attorney Consulting

Section 59. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Water Services Fund, Fund No 8010, to the same fund and accounts in Fiscal Year 2023-24 for the funds in the following accounts:

23-8010-807700-E	Oversized Mains – City Share
23-8010-807701-B	Water Main Relocations
23-8010-807702-B	Fire Hydrant Installation
23-8010-807703-B	Water Main Const/Rehab
22-8010-807705-B	Water Main Replacement Program
23-8010-807707-B	Transmission Mains-16” & Lgr
23-8010-807708-B	Valve Replacement
23-8010-807709-B	Automatic Meter Reading Program
23-8010-807710-B	Adm/Service Facility Improvement
23-8010-807710-E	Adm/Service Facility Improvement
23-8010-807714-B	Treatment Facilities
23-8010-807715-B	Pump Stations
23-8010-807772-B	Water Pump Stations
23-8010-807773-B	Water Treatment Facilities

Section 60. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Water Working Capital Fund, Fund No 8020, to the same fund and account in Fiscal Year 2023-24 for the funds in the following account:

23-8020-801900-E	Capital Outlay for Replacement Equipment
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Section 61. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Sewer Fund, Fund No 8110, to the same fund and accounts in Fiscal Year 2023-24 for the funds in the following accounts:

23-8110-807710-B	Adm/Service Facility Improvement
23-8110-807714-B	Treatment Facilities
23-8110-807715-B	Pump Stations
23-8110-807769-B	Overflow Control Program
23-8110-807773-B	Water Treatment Facilities
23-8110-807777-B	Sewer Pump Stations
23-8110-807777-E	Sewer Pump Stations
23-8110-807778-B	Sewer Treatment Facilities
23-8110-807790-B	Sewers
23-8110-807790-E	Sewers

Section 62. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Sewer Working Capital Fund, Fund No. 8120, to the same fund and account in Fiscal Year 2023-24 for the funds in the following account:

23-8120-801900-E	Capital Outlay for Replacement Equipment
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Section 63. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Stormwater Fund, Fund No 8200, to the same fund and account in Fiscal Year 2023-24 for the funds in the following account:

23-8200-807760-B	Stormwater Construction
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Section 64. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the Aviation Fund, Fund No. 8300, to the same fund, account and project in Fiscal Year 2023-24 for the following account:

23-8300-627270-B	KCI-Capital Improvements
23-8300-621010-E	Finance and Accounting
23-8300-621015-E	Information Services
23-8300-621050-E	11500 Parking
23-8300-622100-E	Charles B. Wheeler Airport
23-8300-622300-E	Airport Operations
23-8300-622305-E	Emergency Services
23-8300-622310-E	Airport Police
23-8300-622320-E	KCI-Field Maintenance
23-8300-622325-E	KCI-Fleet Maintenance
23-8300-622352-E	KCI Facilities-Custodial
23-8300-622354-E	KCI Facilities-Structural
23-8300-622355-E	Central Utilities Plant
23-8300-622360-E	KCI-Bus Operations

Section 65. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances in the KCI Passenger Facility Charge Fund, Fund No. 8350, to the same fund, account and project in Fiscal Year 2023-24 for the following account:

23-8350-627270-B

KCI-Capital Improvements

Section 66. That the Director of Finance is authorized to appropriate Fiscal Year 2022-23 unexpended and unencumbered balances of all open grants **including the American Rescue Plan** to the same accounts in Fiscal Year 2023-24 which are necessary to carry out the terms and conditions of the respective grant agreements previously awarded.

Section 67. That the Director of Finance is authorized to calculate and re-estimate Fiscal Year 2022-23 uncollected grant and contribution revenues of all open grants and projects with contributions to the appropriate revenue accounts in Fiscal Year 2023-24 which will be generated in the future from the unexpended and unencumbered balances identified in Section 66 above plus the Fiscal Year 2022-23 encumbered balances and uncollected grant reimbursements from previously expended grant expenditures.

Section 68. That the City Council hereby waives Section 2-1954(f)(l)(a)(3), Code of Ordinances, "Fund balance and reserve policy", to authorize the use of the General Fund's emergency reserve, if necessary, to prevent the General Fund from ending Fiscal Year 2022-23 with a negative unassigned fund balance.

Section 69. That this ordinance is recognized as having an accelerated effective date within the provisions of Section 503 of the City Charter in that it appropriates money and provides the expenses of City government and shall take effect in accordance with that section.

..end

I hereby certify that there is a balance, otherwise unencumbered, to the credit of the appropriation to which the foregoing expenditure is to be charged, and a cash balance, otherwise unencumbered, in the treasury, to the credit of the fund from which payment is to be made, each sufficient to meet the obligation hereby incurred.

Tammy L. Queen
Director of Finance

Approved as to form:

Samuel E. Miller
Assistant City Attorney



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #

Submitted Department/Preparer: Finance

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

Estimating revenue and adjusting appropriations in various funds in connection with the third quarter analysis; appropriating Fiscal Year 2022-23 unexpended and unencumbered balances in various funds to the same accounts and funds in Fiscal Year 2023-24 as designated; and recognizing this ordinance as having an accelerated effective date.

Discussion

This is the annual year-end ordinance to make final adjustments in Fiscal Year 2022-23. It consists of estimating revenue and adjusting appropriations in various funds to account for revenues and expenditures not anticipated at the beginning of the fiscal year and gives the ordinance an accelerated effective date.

Fiscal Impact

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

2. What is the funding source?

Various funding sources; see admin/approp sheet

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

It estimates revenue and adjusts appropriations in various funds and appropriates FY 22-23 unexpended and unencumbered balances in various funds to the same accounts and funds in FY 23-24

4. Does the legislation have fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.

N/A

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

N/A



City of Kansas City, Missouri

Docket Memo

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)

Click or tap here to enter text.

Citywide Business Plan (CWBP) Impact

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):

- Reform the City's economic incentives to meet the policy objectives of the City Council
- Ensure the resiliency of City government
- Engage in workforce planning including employee recruitment, development, retention, and engagement
- Ensure a responsive, representative, engaged, and transparent City government
-
-

Prior Legislation

Click or tap here to list prior related ordinances/resolutions.

Service Level Impacts

Click or tap here to provide a description of how this ordinance will impact service levels. List any related key performance indicators and impact.

Other Impacts



City of Kansas City, Missouri

Docket Memo

1. What will be the potential health impacts to any affected groups?
N/A
2. How have those groups been engaged and involved in the development of this ordinance?
N/A
3. How does this legislation contribute to a sustainable Kansas City?
N/A
4. 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



APPROPRIATION TRANSACTION

CITY OF KANSAS CITY, MISSOURI

DEPARTMENT: **Finance**

BUSINESS UNIT: **KCMBU** DATE: **3/19/2023** JOURNAL ID: _____

LEDGER GROUP: **ADMIN** BUDGET PERIOD: _____

<u>FUND</u>	<u>DEPT ID</u>	<u>ACCOUNT</u>	<u>PROJECT</u>	<u>AMOUNT</u>
6830	129998	901000		(169,000.00)
6830	129998	902020		(5,100.00)
6830	129998	902330		(169,200.00)
6830	129998	905010		(80,700.00)
6830	129190	618050		889,700.00
6830	129192	618050		230,900.00
6830	129300	618050		185,400.00
6830	129998	902590		326,700.00
6830	129998	905320		300.00
1000	129998	905300		19,400.00
5300	122537	618050		19,400.00
1000	121110	618050		30,000.00
1000	071715	616320		111,504.00
1000	071921	623340		592,341.00
1000	232000	601600		5,500,000.00
1000	702410	610290		37,878.00
1000	892330	619340		2,000,000.00
1000	129998	902170		472,800.00
1000	129998	902475		110,000.00
1000	129998	906640		5,138,284.00
1000	129998	902160		(285,897.00)
1000	129998	902361		(274,718.00)
1000	129998	902470		(168,366.00)
1000	179990	619960		(2,925,965.00)
1000	179990	619960		(750,000.00)
1000	129998	903090		750,000.00
3090	77700	616320		750,000.00
2020	121110	618050		3,000.00
2050	702660	619390		1,100,000.00
2080	891000	619080		59,000.00
2290	692000	645100		3,474,904.00
2300	231450	623340		3,725,362.00
2301	077700	632980		2,000,000.00
2330	121110	618050		42,000.00
2301	129998	903090		706,359.00
5010	121120	611020		17,000.00
7020	071402	610400		2,300,000.00
8010	129998	906640		516,030.00
8110	129998	906640		397,967.00
8200	129998	906640		100,386.00
8300	129998	906640		501,967.00
8560	627270	611060		688,729.30
8561	627270	611060		6,220,238.79
8562	627270	611060		573,504.28
8563	627270	611060		1,436,020.28
8564	627270	611060		602,217.36

TOTAL 36,800,346.01

DESCRIPTION:

APPROVED BY:	DATE	APPROVED BY: DEPARTMENT HEAD	DATE
Theresa Daniels	3/19/2023		



REQUEST FOR SUPPLEMENTAL REVENUE

CITY OF KANSAS CITY, MISSOURI

DEPARTMENT: **Finance**

BUSINESS UNIT: **KCMBU** DATE: **3/19/2023** JOURNAL ID: _____

LEDGER GROUP: **REVENUE**

<u>FUND</u>	<u>DEPT ID</u>	<u>ACCOUNT</u>	<u>PROJECT</u>	<u>AMOUNT</u>
6830	120000	452111		185,300.00
6830	120000	476350		40,264.00
1000	120000	506830		(169,000.00)
2020	120000	506830		(5,100.00)
2330	120000	506830		(169,200.00)
5010	120000	506830		(80,700.00)
2590	120000	506830		326,700.00
5320	120000	506830		300.00
5300	120000	501000		19,400.00
3090	120000	501000		750,000.00
2160	120000	501000		(285,897.00)
2170	120000	501000		472,800.00
2300	120000	451100		2,025,362.00
2300	232520	465650		1,700,000.00
2331	502390	479976		1,720,068.25
2360	120000	451300		600,000.00
2361	120000	501000		(274,718.00)
2470	120000	501000		(168,366.00)
2475	120000	501000		110,000.00
6640	120000	501000		5,138,284.00
6640	120000	508300		501,967.00
6640	120000	508010		516,030.00
6640	120000	508110		397,697.00
6640	120000	508200		100,386.00
7151	071920	486480		1,170,000.00
TOTAL				14,621,577.25

DESCRIPTION:
Estimating and appropriating revenues in various funds.

APPROVED BY:	DATE	APPROVED BY: DEPARTMENT HEAD	DATE
Theresa Danielsen	3/19/2023		