# COMPARED VERSION COMMITTEE SUBSTITUTE TO ORIGINAL ORDINANCE

#### COMMITTEE SUBSTITUTE FOR ORDINANCE NO. 200959

Amending Chapter 2, by adding Section 2-1657 to the Code of Ordinances of the City of Kansas City requiring-all quasi-governmental agencies or agencies, organizations or non-profit organizations whose primary purpose is providing or performing governmental functions, activities or services on behalf or for the benefit of the City which receive twenty-five percent or more of their annual funds from the City of Kansas City, Missouri,—to document procedures to ensure quality employees or pay a humane wage to employees—aged 16 or older.

WHEREAS, businesses, organizations, and other entities in Kansas City which receive a majority of their annual funding from the City do not have a humane wage requirement for any level of employment; and

WHEREAS, on August 8, 2017, a majority of voters in Kansas City approved a minimum humane wage of \$10.00 per hour beginning on August 24, 2017, to be increased annually by \$1.25 per hour, to reach \$15.00 per hour in 2022; and

WHEREAS, the City Council unanimously adopted Resolution No. 170628 in 2017, which directed-the City Manager to ensure the City complies with the minimum wage adopted by the voters; and

WHEREAS, the City Council recognizes the benefits of a humane wage requirement, such as decreasing the need for social services for individuals and families and creating potential economic benefit for the city; and

WHEREAS, the City Council recognizes a humane wage requirement for employees of entities in Kansas City which receive a twenty percent or more of their annual funding from the City would produce similar benefits for the community; NOW, THEREFORE.

#### BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That Chapter 2, Code of Ordinances of the City of Kansas City, Missouri is hereby amended to add Section 2-1657, Code of Ordinances, to read as follows:

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## COMMITTEE SUBSTITUTE FOR ORDINANCE NO. 200959

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Sec. 2-1657. Humane Wage Requirements to ensure quality employees of certain			Formatted	
entities receiving twenty-five percent or more of their annual		ual¶/	Formatted	
funding from the City.		_//	Formatted	
(a)- Generally All quasi-governmental agencies or agencies, organizations or non-			Formatted	
profit organizations whose primary purpose is providing or performing governmental functions, activities or services on behalf or for the benefit of the City receiving twenty-			Formatted	
five percent or more of their annual funding from the City shall submit information and			Formatted	
documentation regarding the following areas prior to the City making its first payment in			Formatted	
	ensure that experienced, motivated and trained workers v	vill //	Formatted	
provide services:		////	Formatted	
<del>(1)</del> <u>(1)</u> Turnov	er rate for the last three calendar years for non-exer	npt•////	Formatted	
employees and exempt employees; and			Formatted	
			Formatted	
(2) Employee bene	efits provided to exempt and non-exempt employees; and	-///	Formatted	
(3) Training provi	ded to exempt and non-exempt employees, including the	ose //	Formatted	
that will provid	de services to the city; and	///	Formatted	
(4) Promotional or		///	Formatted	
(4) Promotional of	pportunities for non-exempt and exempt employees; and	///	Formatted	
	re of exempt and non-exempt employees during	the //	Formatted	
immediately pr	receding three calendar years; and	///	Formatted	
(6) Employee ince	entive rewards and employee recognition policies; and	///	Formatted	
(b) Employee nice	nuve rewards and employee recognition poneres, and	_///	Formatted	
(7) Employee feed	lback and communication; and		Formatted	
(0) Mantautin		//	Formatted	
(8) Mentorship pro	ograms; and	_//	Formatted	
(9) Education bene	efits for exempt and nonexempt employees; and		Formatted	_
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	ormation or documentation required by the city manager ocurement services.	or	Formatted	
manager or pro	Rufement services.	_//	Formatted	
	In lieu of submitting the information in Section 2-1657		Formatted	
the quasi-governmental agency, organization or non-profit organization may certify and		Formatted		
contractually agree to pay all employees employeedaged 16 or older that perform services in the corporate limits of the city, not less than the following hourly wage rates:		s in ////	Formatted	_
the corporate mints of the city	, not less than the following flourly wage faces.	///	Formatted	
(1) (1) Beginn	ing May 1, 2021: \$12.5011.00; and	//	Formatted	_
(2) Paging in a Sur		_4//	Formatted	
(2) Beginning Sept	temberMay 1, <del>2021: \$13.75</del> <u>2022: \$12.00</u> ; and	/ /	Formatted	

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Beginning September May, 1, 2022 2023: \$13.00; and

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(4) Beginning May 1, 2024: \$14.00; and

(5) Beginning May 1, 2025; \$15.00.

Section 2. This ordinance shall become effective May 1, 2021.

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Approved as to form and legality:

James Brady **Assistant City Attorney** 

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