



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: 250280

Submitted Department/Preparer: City Manager's Office

Revised 6/10/24

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

Adopting the Collective Bargaining Agreement with the International Association of Fire Fighters, Local No. 3808 and authorizing its execution; reducing the contingent appropriation in the amount of \$1,000.00 and appropriating same; and recognizing this ordinance as having an accelerated effective date.

Discussion

Local 3808 is recognized as the exclusive bargaining unit representing employees in the following job classifications: Battalion Chief (Field and Administrative), Division Chief, Assistant Division Chief, Hazmat Chemical Analyst, Fleet Manager, Communications Manager/Technical, Fleet Supervisor and Logistics Supervisor, Division Chief-Heavy Fleet. The designated representatives of the City and Local 3808 have met, conferred and discussed certain issues involving salaries and other conditions of employment and have reached tentative agreement on those issues. The designated representatives of the City and Local 3808 have tentatively agreed upon all of the provisions as set forth in a Collective Bargaining Agreement to be in force for the period beginning April 20, 2025, through April 29, 2028.

Fiscal Impact

1. Is this legislation included in the adopted budget? ☐ Yes ☒ No
2. What is the funding source?
1000-23100-A
3. How does the legislation affect the current fiscal year?
Reduces Contingent Appropriation by \$1,000.00
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.
Additional \$1,000 each year until the end of the CBA on April 29, 2028

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. | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 2. This fund has a structural imbalance. | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 3. Account string has been verified/confirmed. | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Additional Discussion (if needed)

Click or tap here to enter text.

Citywide Business Plan (CWBP) Impact

1. View the [Adopted 2025-2029 Citywide Business Plan](#)
2. Which CWBP goal is most impacted by this legislation?
Finance and Governance (Press tab after selecting.)
3. Which objectives are impacted by this legislation (select all that apply):
 - ☐ Ensure the resiliency of a responsive, representative, engaged, and transparent City government.
 - ☒ Engage in workforce planning including employee recruitment, development, retention, and engagement.
 - ☐ Foster a solutions-oriented, welcoming culture for employees and City Partners.
 - ☐
 - ☐
 - ☐

Prior Legislation

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

Service Level Impacts

NA

Other Impacts

1. What will be the potential health impacts to any affected groups?
Improved employment conditions for members of Local 3808
2. How have those groups been engaged and involved in the development of this ordinance?
Yes
3. How does this legislation contribute to a sustainable Kansas City?
Improved employee retention
4. Does this legislation create or preserve new housing units?
Please Select (Press tab after selecting)

No
Click or tap here to enter text.
5. Department staff certifies the submission of any application Affirmative Action Plans or Certificates of Compliance, Contractor Utilization Plans (CUPs), and Letters of Intent to Subcontract (LOIs) to CREO prior to, or simultaneously with, the legislation entry request in Legistar.

No - CREO's review is not applicable (Press tab after selecting)
Please provide reasoning why not:
Yes
6. Does this legislation seek to approve a contract resulting from an Invitation for Bid?

No(Press tab after selecting)

Click or tap here to enter text.
7. Does this legislation seek to approve a contract resulting from a Request for Proposal/Qualification (RFP/Q)?
No(Press tab after selecting)

