

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:

Sec. 2-1657. Humane Wage Requirements to ensure quality employees of certain entities receiving twenty-five percent or more of their annual funding from the City.

(a) *Generally.* 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 receiving twenty-five percent or more of their annual funding from the City shall submit information and documentation regarding the following areas prior to the City making its first payment in

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City fiscal year 2021-2022 to ensure that experienced, motivated and trained workers will provide services:

- (1) Turnover rate for the last three calendar years for non-exempt employees and exempt employees; and
- (2) Employee benefits provided to exempt and non-exempt employees; and
- (3) Training provided to exempt and non-exempt employees, including those that will provide services to the city; and
- (4) Promotional opportunities for non-exempt and exempt employees; and
- (5) Average tenure of exempt and non-exempt employees during the immediately preceding three calendar years; and
- (6) Employee incentive rewards and employee recognition policies; and
- (7) Employee feedback and communication; and
- (8) Mentorship programs; and
- (9) Education benefits for exempt and nonexempt employees; and
- (10) Any other information or documentation required by the city manager or manager of procurement services.

(b) *Humane Wage*. In lieu of submitting the information in Section 2-1657 (a), the quasi-governmental agency, organization or non-profit organization may certify and contractually agree to pay all employees aged 16 or older that perform services in the corporate limits of the city, not less than the following hourly wage rates:

- (1) Beginning May 1, 2021: \$11.00; and
- (2) Beginning May 1, 2022: \$12.00; and
- (3) Beginning May 1, 2023: \$13.00; and
- (4) Beginning May 1, 2024: \$14.00; and
- (5) Beginning May 1, 2025: \$15.00.

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

Approved as to form and legality:



James Brady
Assistant City Attorney



Authenticated as Passed



Quinton Lucas, Mayor



Marilyn Sanders, City Clerk

DEC 17 2020

Date Passed