



# 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 2-1076, 2-1077, 2-1078, 2-1079, and 2-1080 and enacting in lieu thereof sections of like numbers and subject matters to create four new job classifications; retitles two job classifications; and adjusts the pay grades for four job classifications.

### Discussion

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

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

### Fiscal Impact

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

2. What is the funding source?

The fiscal impact for this Legislation in the current fiscal year is estimated at \$185,000.00 for the Aviation Fund. The fiscal impact to other impacted classifications will be dependent upon usage by departments following approval. Fiscal impact is not anticipated to be material.



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

It is anticipated that the departments will be able to manage within available resources.

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

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

This Legislation does not generate revenue or leverage outside funding. The return on investment relates to the retention of employees within the City of Kansas City, specifically within the Aviation Department.

### 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)

N/A

### 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):

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

Council Resolution No. 230256

### Service Level Impacts

None

### Other Impacts

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

None

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

N/A

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



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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