



Agenda

Finance, Governance and Public Safety Committee

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

Wednesday, January 12, 2022

10:30 AM

26th Floor, Council Chamber

<https://us02web.zoom.us/j/84530222968>

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>

FIRST READING(S)

220010

Providing certain City employees up to 80 hours paid leave for Coronavirus Disease 2019 quarantine due to a positive test, offset by the number of Emergency Paid Sick Leave hours utilized under the Families First Coronavirus Response Act and Ordinance Nos. 210029 and 210729.

Attachments: [Fiscal Note - TMP - 1336](#)
[Ordinance](#)

- 220011** Amending Chapter 2, Code of Ordinances of the City of Kansas City, Missouri, Classification and Compensation Plan, by repealing Section 2-1079 and enacting in lieu thereof a section of like number and subject matter to re-establish the job classification of Administrator of Corrections and to re-title the job classification of Director of Human Relations to Director of Civil Rights and Equal Opportunity in accordance with Ordinance No. 210645; and establish an effective date.

Attachments: [Fact Sheet](#)
[Fiscal Note - TMP - 1338](#)
[Ordinance](#)
[220011com](#)

- 220017** Amending Chapter 2, Code of Ordinances, entitled "Administration," by repealing Section 2-1099, Vacation leave, and enacting in lieu thereof a new section of like number and subject matter to establish the calculation by which vacation leave accrued and not used will be compensated to employees leaving municipal service.

Attachments: [Fact sheet](#)
[Fiscal Note - TMP - 1337](#)
[220017com](#)
[Ordinance](#)

Ellington

- 220022** RESOLUTION - Directing the City Manager to reevaluate all current professional services contracts entered into by the City to determine whether the scopes of work can be performed by City employees; to create a process for replacing those contracts and contractors with the hiring of additional City staff; and to present to Council certain information within sixty days.

Attachments: [No Fact Sheet - Resolution](#)
[Resolution 220022 Fiscal Note](#)

McManus

- 220026** Cancelling the City Council standing committee meetings and business and legislative sessions for the weeks of March 14, 2022, May 30, 2022, July 4, 2022, July 25, 2022, August 29, 2022, September 5, 2022, November 14, 2022, November 21, 2022, December 19, 2022 and December 26, 2022.

Attachments: [No Fact Sheet](#)

HELD IN COMMITTEE

SEMI-ANNUAL DOCKET

Consideration of Semi-Annual Docket items.

ADDITIONAL BUSINESS

1. Staff will give a report on water damage to City Hall.
2. There may be additional general discussion regarding current Finance, Governance and Public Safety Committee issues.
3. 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 auditor

4. Those who wish to comment on proposed ordinances can testify 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:

- Livestream on the city's website at www.kcmo.gov
- Livestream 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

The City Clerk's Office now has equipment for the hearing impaired for use with every meeting. To check out the equipment please see the secretary for each committee. Be prepared to leave your Driver's License or State issued Identification card with the secretary and she will give you the equipment. Upon returning the equipment your license will be returned.



File #: 220010

ORDINANCE NO. 220010

Providing certain City employees up to 80 hours paid leave for Coronavirus Disease 2019 quarantine due to a positive test, offset by the number of Emergency Paid Sick Leave hours utilized under the Families First Coronavirus Response Act and Ordinance Nos. 210029 and 210729.

WHEREAS, the United States Congress provided up to 80 hours Emergency Paid Sick Leave under the Families First Coronavirus Response Act, Pub. L. No. 116-127, 134. Stat. 195, to employees of local governments when they were required to quarantine for various reasons related to the Coronavirus Disease 2019 (COVID-19); and

WHEREAS, the provision of paid leave to local government employees under the FFCRA expired December 31, 2020 and was not renewed by the United States Congress; and

WHEREAS, the Council provided paid leave for City employees required to quarantine who had not already utilized the leave previously provided under the FFCRA by Ordinance No. 210029; and

WHEREAS, in Committee Substitute for Ordinance No. 210729, the Council renewed the provisions of Ordinance No. 210029 for employees who had not already utilized the leave previously provided under the FFCRA and Ordinance 210029 and who had taken the additional precaution of getting vaccinated against COVID-19; and

WHEREAS, Ordinance No. 210729 expired December 31, 2021; and

WHEREAS, Kansas City currently has a fully vaccinated rate of only fifty-four percent; and

WHEREAS, cases of COVID-19 have increased with high community transmission of COVID-19 throughout Missouri, threatening both unvaccinated and vaccinated employees; and

WHEREAS, the Health Department has noted breakthrough cases and Delta variant cases among vaccinated and unvaccinated people in Kansas City; and

WHEREAS, Omicron variant cases has been rising across the country, spreading across much of Missouri and Kansas; and

WHEREAS, the symptoms of COVID-19 and the Delta and Omicron variants are milder among vaccinated people than unvaccinated, but may still be spread by people who have tested positive whether vaccinated or not; and

WHEREAS, employees of the City who test positive must isolate themselves from others if ordered by the Health Department; and

WHEREAS, employees of the City may not be able to telework if their work is not conducive to telework or due to symptoms of COVID-19; and

WHEREAS, the City wishes to provide paid leave for City employees required to quarantine because they tested positive for COVID-19 who have not already utilized the leave previously provided under the FFCRA and Ordinance Nos. 210029 and 210729, and who have been fully vaccinated against COVID-19; NOW, THEREFORE,

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That a total of eighty hours of paid leave be available to employees of the City of Kansas City who have not exhausted the Emergency Paid Sick Leave provided by the Families First Coronavirus Response Act, Pub. L. No. 116-127 or Ordinance No. 210029 or Ordinance No. 210729, who are fully vaccinated against COVID-19, who are required to isolate by the City of Kansas City Health Department because the employee tests positive for COVID-19, and who are unable to telework.

Section 2. That employees will be eligible for a maximum of eighty hours paid leave, offset by the number of Emergency Paid Sick Leave hours utilized under the Families First Coronavirus Response Act and Ordinance Nos. 210029 and 210729.

Section 3. That this leave will be available retroactively to January 1, 2022. Employees who were vaccinated or have been granted an accommodation regarding COVID-19 vaccination, tested positive, were required to isolate by the Health Department between January 1, 2022 and the effective date of this ordinance shall have any leave up to eighty hours, offset by the number of Emergency Paid Sick Leave hours utilized under the Families First Coronavirus Response Act, Ordinance No. 210029 and Ordinance No. 210729, used during the required isolation period restored, or shall have back pay issued for any leave without pay used during the required isolation period.

Section 4. That this leave will be available until December 31, 2022.

..end

Approved as to form and legality:

Katherine Chandler
Assistant City Attorney

| | | | | | | | | |
|---|-------------------------|---------------------------|----------|------------------------|--------------|----------|----------|--------------|
| <h1>LEGISLATIVE FISCAL NOTE</h1> | LEGISLATION NUMBER: | 220010 TMP-1336 | | | | | | |
| LEGISLATION IN BRIEF: | | | | | | | | |
| Providing certain City employees up to 80 hours paid leave for Coronavirus Disease 2019 quarantine due to a positive test, offset by the number of Emergency Paid Sick Leave hours utilized under the Families First Coronavirus Response Act and Ordinances 210029 and 210729. | | | | | | | | |
| What is the purpose of this legislation? | OPERATIONAL | | | | | | | |
| <i>For the purpose of authorizing expenditures new or planned to conduct municipal services</i> | | | | | | | | |
| Does this legislation spend money? | NO | Yes/No | | | | | | |
| Does this legislation estimate new Revenues? | NO | Yes/No | | | | | | |
| Does this Legislation Increase Appropriations? | NO | Yes/No | | | | | | |
| Are costs associated with this legislation ongoing (Yes)? Or one-time (No) | NO | Yes/No | | | | | | |
| Section 00: Notes: | | | | | | | | |
| <i>Wages and leave are included in the Adopted Budget. There is potential impact to overtime. However, given the uncertainty of positive COVID cases makes fiscal impact determination imprecise.</i> | | | | | | | | |
| Five years of operational costs for ongoing programs should be included in Section 04 below. | | | | | | | | |
| FINANCIAL IMPACT OF LEGISLATION | | | | | | | | |
| Section 01: If applicable, where are funds appropriated in the current budget? | | | | | | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | FY 21-22 BUD | FY 22-23 EST | | | |
| | | | | | | | | |
| Section 02: If applicable, where will new revenues be estimated? | | | | | | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | FY 21-22 BUD | FY 22-23 EST | | | |
| | | | | | | | | |
| Section 03: If applicable, where will appropriations be increased? | | | | | | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | FY 21-22 BUD | FY 22-23 EST | | | |
| | | | | | | | | |
| NET IMPACT ON OPERATIONAL BUDGET | | | | - | - | | | |
| | | | | RESERVE STATUS: | | | | |
| SECTION 04: FIVE-YEAR FISCAL IMPACT (Direct and indirect) | | | | | | | | |
| FUND | FUND NAME | FY 21-22 | FY 22-23 | FY 23-24 | FY 24-25 | FY 25-26 | FY 26-27 | All Outyears |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| TOTAL REV | | - | - | - | - | - | - | - |
| FUND | FUND NAME | FY 21-22 | FY 22-23 | FY 23-24 | FY 24-25 | FY 25-26 | FY 26-27 | All Outyears |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| TOTAL EXP | | - | - | - | - | - | - | - |
| NET Per-YEAR IMPACT | | | - | - | - | - | - | - |
| NET IMPACT (SIX YEARS) | | - | | | | | | |
| REVIEWED BY | Samantha Bradfield, OMB | | | DATE | 1/4/2022 | | | |



File #: 220011

ORDINANCE NO. 220011

Amending Chapter 2, Code of Ordinances of the City of Kansas City, Missouri, Classification and Compensation Plan, by repealing Section 2-1079 and enacting in lieu thereof a section of like number and subject matter to re-establish the job classification of Administrator of Corrections and to re-title the job classification of Director of Human Relations to Director of Civil Rights and Equal Opportunity in accordance with Ordinance No. 210645; and establish an effective date.

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 Section 2-1079, and enacting in lieu thereof a new section of like number and subject matter, to read as follows.

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 | ME-F | 4230 | 7534 |
| 4009 | CHEMIST | M-H | 3161 | 5103 |
| 4010 | MICROBIOLOGIST | M-H | 3161 | 5103 |
| 4015 | MANAGER OF LABORATORY SERVICES | ME-G | 4945 | 8833 |
| 4016 | SENIOR ENVIRONMENTAL INSPECTOR | M-G | 2885 | 4656 |
| 4018 | PUBLIC HEALTH STATISTICIAN | ME-F | 4230 | 7534 |
| 4022 | CODE ENFORCEMENT SUPERVISOR | M-J | 3935* | 6120 |
| 4023 | CODE ENFORCEMENT MANAGER | ME-E | 3957 | 6769 |
| 4026 | PUBLIC HEALTH EMERGENCY RESPONSE PLANNER | ME-E | 3957 | 6769 |

| | | | | |
|-------|--|------|-------|-------|
| 4027 | EPIDEMIOLOGIST SPECIALIST | ME-E | 3957 | 6769 |
| 4031 | EPIDEMIOLOGIST | ME-G | 4945 | 8833 |
| 4032 | PUBLIC HEALTH NURSE SUPERVISOR | M-L | 5010 | 8023 |
| 4033 | NURSE PRACTITIONER | ME-H | 5719 | 10262 |
| 4034 | SENIOR CHEMIST | ME-E | 3957 | 6769 |
| 4036 | ASST. TO EMS MEDICAL DIRECTOR | M-I | 3353 | 5873 |
| 4039 | PUBLIC HEALTH SPECIALIST II | M-I | 3720* | 5873 |
| 4040 | PUBLIC HEALTH SPECIALIST III | ME-E | 4147* | 6769 |
| 4043 | PUBLIC HEALTH MANAGER | ME-G | 5607* | 8833 |
| 4044 | PUBLIC HEALTH SPECIALIST IV | ME-F | 4848* | 7534 |
| 4045U | SENIOR PUBLIC HEALTH MANAGER | | 6243 | 10262 |
| 4049 | ENVIRONMENTAL OFFICER | M-J | 3792 | 6120 |
| 4053 | SENIOR ENVIRONMENTAL OFFICER | ME-E | 3957 | 6769 |
| 4052 | ENVIRONMENTAL MANAGER | ME-G | 4945 | 8833 |
| 4054 | VIOLENCE PREVENTION SUPERVISOR | M-G | 2885 | 4656 |
| 4055 | VIOLENCE PREVENTION MANAGER | M-H | 3161 | 5103 |
| 4100U | DIRECTOR OF HEALTH | | 7567 | 22435 |
| 4107 | SOCIAL SERVICE SUPERVISOR | ME-E | 3957 | 6769 |
| 4111 | HUMAN RELATIONS SPECIALIST | M-I | 3353 | 5873 |
| 4112 | SENIOR HUMAN RELATIONS SPECIALIST | ME-F | 4230 | 7534 |
| 4113 | HUMAN RELATIONS MANAGER | ME-G | 4945 | 8833 |
| 4117 | SENIOR SOCIAL SERVICE WORKER | M-H | 3161 | 5103 |
| 4118 | NEIGHBORHOOD DEVELOPMENT SPECIALIST | M-H | 3161 | 5103 |
| 4125 | CORRECTIONAL SUPERVISOR | M-H | 3161 | 5103 |
| 4126 | ASST. SUPERINTENDENT- CORRECTIONS | M-I | 3353 | 5873 |
| 4127 | NHS PROGRAM SPECIALIST | M-I | 3353 | 5873 |
| 4128 | NHS SENIOR PROGRAM SPECIALIST | ME-F | 4230 | 7534 |
| 4136 | ADMINISTRATOR OF CORRECTIONS | ME-H | 5719 | 10262 |
| 4144U | DIRECTOR OF CIVIL RIGHTS & EQUAL OPPORTUNITY | | 7567 | 14422 |
| 4150U | DIRECTOR OF NEIGHBORHOOD/COMM. SERV. | | 7567 | 14422 |
| 4216 | RECREATION DIRECTOR | M-H | 3161 | 5103 |
| 4217 | SENIOR RECREATION DIRECTOR | M-J | 3792 | 6120 |
| 4218 | SUPERVISOR OF RECREATION | ME-E | 3957 | 6769 |
| 4219 | MANAGER OF RECREATION | ME-F | 4230 | 7534 |

- (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 | MONTHLY MINIMUM | MONTHLY MAXIMUM |
|--|-------------|-----------|-----------------|-----------------|
| (4XXX) HEALTH, WELFARE, AND RECREATION | | | | |

| | | | | |
|------|----------------------------------|-----|------|------|
| 4014 | ENVIRONMENTAL INSPECTOR | L-E | 2737 | 4014 |
| 4017 | CODE ENFORCEMENT OFFICER | L-H | 3161 | 5103 |
| 4019 | MEDICAL ASSISTANT | L-D | 2640 | 3273 |
| 4021 | SENIOR CODE ENFORCEMENT OFFICER | L-I | 3353 | 5412 |
| 4035 | PUBLIC HEALTH NURSE | L-K | 4327 | 6830 |
| 4041 | PUBLIC HEALTH SPECIALIST | L-H | 3161 | 5103 |
| 4042 | PUBLIC HEALTH SPECIALIST TRAINEE | L-E | 2737 | 4014 |
| 4116 | SOCIAL SERVICE WORKER | L-F | 2782 | 4213 |
| 4119 | CORRECTIONAL OFFICER | L-E | 2737 | 4014 |
| 4122 | SENIOR CORRECTIONAL OFFICER | L-F | 2782 | 4213 |
| 4124 | HOUSING REHAB SPECIALIST | L-I | 3353 | 5412 |
| 4203 | RECREATION LEADER | L-C | 2604 | 2861 |
| 4204 | LIFEGUARD | L-C | 2604 | 2861 |
| 4209 | RECREATION SPECIALIST | L-D | 2640 | 3273 |

*These classifications have a higher minimum or maximum monthly salary.

Section 2. That this ordinance will be effective January___, 2022.

..end

Approved as to form and legality:

Katherine Chandler
Senior Associate City Attorney

GENERAL

Ordinance Fact Sheet

220011

Ordinance Number

Brief Title

Administrative Code Changes

Approval Deadline

Reason

Details

Positions/Recommendations

Reason for Legislation

This ordinance provides for updates to the classification and pay system.

Sponsor

Human Resources

Programs, Departments, or Groups Affected

All

Applicants / Proponents

Applicant
Human Resources
City Department
All
Other

Opponents

Groups or Individuals
None Known
Basis of opposition

Staff Recommendation

☒ For
☐ Against
Reason Against

Board or Commission Recommendation

By
☐ For ☐ Against ☐ No action taken
☐ For, with revisions or conditions
(see details column for conditions)

Council Committee Actions

☐ Do pass
☐ Do pass (as amended)
☐ Committee Sub.
☐ Without Recommendation
☐ Hold
☐ Do not pass

Details:

Re-establishes the following job classification in City Manager's Office:

| Job Code | Title | Pay Grade |
|----------|------------------------------|-----------|
| 4136 | Administrator of Corrections | ME-H |

Retitles the following job classification in accordance with Ordinance No. 210645:

Director of Human Relations to Director of Civil Rights and Equal Opportunity

(Continued on reverse side)

Details

Is it good for the children? Yes

How will this contribute to a sustainable Kansas City?

Allows us to move forward with the goals and objectives of the entire City.

Policy/Program Impact

| | |
|---------------------------------|--|
| Policy or Program Change | <input type="checkbox"/> No <input type="checkbox"/> Yes |
| | |

Finances

| | |
|---|---|
| Cost & Revenue Projections -- Including Indirect Costs | |
| Financial Impact | See Attached Fiscal Note |
| Fund Source (s) and Appropriation Account Codes | 19__ Budget, Page ____ Unbudgeted, Appropriation ____ Fund 00-000-00-0000-A0000 |

(Use this space for further discussion, if necessary)

Applicable Dates:**Fact Sheet Prepared by:**

Christa Tyler
Human Resources Manager

Date 12/28/2021

Reviewed by:

Saskia Jacobse
Deputy Director of Human Resources

Date 12/28/2021

Reference Numbers

| | | | | | | | | |
|--|------------------------|---------------------------|----------------------|------------------------|----------------------|----------------------|----------------------|----------------------|
| <h1>LEGISLATIVE FISCAL NOTE</h1> | LEGISLATION NUMBER: | 220011 TMP-1338 | | | | | | |
| LEGISLATION IN BRIEF: | | | | | | | | |
| Amending Chapter 2 of the Code of Ordinances of the Kansas City, Missouri, Classification and Compensation Plan, by repealing Section 2-1079 and enacting in lieu thereof a section of like number and subject matter to re-establish the job classification of Administrator of Corrections and to retitle the job classification of Director of Human Relations to Director of Civil Rights and Equal Opportunity in accordance with Ordinance No. 210645 and establish an effective date. | | | | | | | | |
| What is the purpose of this legislation? | LEGISLATIVE | | | | | | | |
| <i>for the purpose of editing, repealing, or creating a provision in the city's code of ordinances; or for stating non-monetary support. This Fiscal note should be blank</i> | | | | | | | | |
| Sections 01-04 should be blank. See section 00 for more information | <input type="text"/> | Yes/No | | | | | | |
| | <input type="text"/> | Yes/No | | | | | | |
| | <input type="text"/> | Yes/No | | | | | | |
| | <input type="text"/> | Yes/No | | | | | | |
| Section 00: Notes: | | | | | | | | |
| No fiscal impact. | | | | | | | | |
| FINANCIAL IMPACT OF LEGISLATION | | | | | | | | |
| Section 01: If applicable, where are funds appropriated in the current budget? | | | | | | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | FY 21-22 BUD | FY 22-23 EST | | | |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | |
| Section 02: If applicable, where will new revenues be estimated? | | | | FY 21-22 BUD | FY 22-23 EST | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | <input type="text"/> | <input type="text"/> | | | |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | |
| Section 03: If applicable, where will appropriations be increased? | | | | FY 21-22 BUD | FY 22-23 EST | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | <input type="text"/> | <input type="text"/> | | | |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | |
| NET IMPACT ON OPERATIONAL BUDGET | | | | - | - | | | |
| | | | | RESERVE STATUS: | | | | |
| SECTION 04: FIVE-YEAR FISCAL IMPACT (Direct and indirect) | | | | | | | | |
| FUND | FUND NAME | FY 21-22 | FY 22-23 | FY 23-24 | FY 24-25 | FY 25-26 | FY 26-27 | All Outyears |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
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| TOTAL REV | | - | - | - | - | - | - | - |
| FUND | FUND NAME | FY 21-22 | FY 22-23 | FY 23-24 | FY 24-25 | FY 25-26 | FY 26-27 | All Outyears |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
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| TOTAL EXP | | - | - | - | - | - | - | - |
| NET Per-YEAR IMPACT | | - | - | - | - | - | - | - |
| NET IMPACT (SIX YEARS) | | - | | | | | | |
| REVIEWED BY | | Samantha Bradfield, OMB | | DATE | | 1/4/2022 | | |



File #: 220017

ORDINANCE NO. 220017

Amending Chapter 2, Code of Ordinances, entitled “Administration,” by repealing Section 2-1099, Vacation leave, and enacting in lieu thereof a new section of like number and subject matter to establish the calculation by which vacation leave accrued and not used will be compensated to employees leaving municipal service.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That Chapter 64, Code of Ordinances of the City of Kansas City, Missouri, is hereby amended by repealing Section 2-1099, and enacting in lieu thereof a new section of like number and subject matter, to read as follows:

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 vacation day.* Each full-time regular 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 vacation, which may be taken at the employee's option, with the approval of the employee's department head.
- (7) *Kansas City Corporate Challenge competition.* Employees participating in the city's official Kansas City Corporate Challenge competition shall earn an extra vacation 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 extra vacation day must be taken during the fiscal year in which it was earned and cannot be accumulated. If an employee fails to use the extra vacation day prior to the end of the fiscal year the extra vacation day shall be forfeited. An unused extra vacation 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 pay range M-K and below with ten 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

Approved as to form and legality:

Katherine Chandler
Assistant City Attorney

GENERAL

Ordinance Fact Sheet

220017

Ordinance Number

Brief Title

Administrative Code Changes

Approval Deadline

Reason

Details

Positions/Recommendations

Reason for Legislation

This ordinance clarifies that upon separation from municipal service, the City will compensate employees for vacation earned and unused at the employee's regular rate of pay, which does not include additional pay such as special duty pay, shift differentials, extraordinary pay, or overtime.

Details:

The City pays employees when they separate from municipal service for any vacation time earned and unused. The time is paid at the employee's regular rate of pay. To further clarify what "regular rate of pay" means, this ordinance clarifies regular rate of pay does not include additional pay such as special duty pay, shift differentials, extraordinary pay, or overtime.

Sponsor

Human Resources

Programs, Departments, or Groups Affected

All

Applicants / Proponents

Applicant

Human Resources
City Department
All

Other

Opponents

Groups or Individuals

None Known
Basis of opposition

Staff Recommendation

☒ For

☐ Against

Reason Against

Board or Commission Recommendation

By

☐ For ☐ Against ☐ No action taken

☐ For, with revisions or conditions
(see details column for conditions)

Council Committee Actions

☐ Do pass

☐ Do pass (as amended)

☐ Committee Sub.

☐ Without Recommendation

☐ Hold

☐ Do not pass

(Continued on reverse side)

Details

Is it good for the children? Yes

How will this contribute to a sustainable Kansas City?

Allows us to move forward with the goals and objectives of the entire City.

Policy/Program Impact

| | |
|---------------------------------|--|
| Policy or Program Change | <input type="checkbox"/> No <input type="checkbox"/> Yes |
| | |

Finances

| | |
|---|--|
| Cost & Revenue Projections -- Including Indirect Costs | |
| Financial Impact | See Attached Fiscal Note |
| Fund Source (s) and Appropriation Account Codes | 19__ Budget, Page ____ Unbudgeted, Appropriation ____ Fund 00-000-00-0000-A0000 |

(Use this space for further discussion, if necessary)

Applicable Dates:**Fact Sheet Prepared by:**

Saskia Jacobse Date 12/30/2021
Deputy Director of Human Resources

Reviewed by:

Teri Casey Date 12/30/2021
Director of Human Resources

Reference Numbers

| | | | | | | | | |
|---|------------------------|---------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| LEGISLATIVE FISCAL NOTE | LEGISLATION NUMBER: | 220017 TMP-1337 | | | | | | |
| LEGISLATION IN BRIEF: | | | | | | | | |
| Amending Chapter 2 of the Code of Ordinances , entitled "Administration," by repealing Section 2-1099, Vacation leave, and enacting in lieu thereof a new section of like number and subject matter to establish the calculation by which vacation leave accrued and not used will be compensated to employees leaving municipal service. | | | | | | | | |
| What is the purpose of this legislation? | LEGISLATIVE | | | | | | | |
| <i>for the purpose of editing, repealing, or creating a provision in the city's code of ordinances; or for stating non-monetary support. This Fiscal note should be blank</i> | | | | | | | | |
| Sections 01-04 should be blank. See section 00 for more information | <input type="text"/> | Yes/No | | | | | | |
| | <input type="text"/> | Yes/No | | | | | | |
| | <input type="text"/> | Yes/No | | | | | | |
| | <input type="text"/> | Yes/No | | | | | | |
| Section 00: Notes: | | | | | | | | |
| <i>Future costs will be realized, but variability and uncertainty of employees leaving municipal service with unused vacation leave makes fiscal impact determination imprecise.</i> | | | | | | | | |
| FINANCIAL IMPACT OF LEGISLATION | | | | | | | | |
| Section 01: If applicable, where are funds appropriated in the current budget? | | | | | | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | FY 21-22 BUD | FY 22-23 EST | | | |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | |
| Section 02: If applicable, where will new revenues be estimated? | | | | | | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | FY 21-22 BUD | FY 22-23 EST | | | |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | |
| Section 03: If applicable, where will appropriations be increased? | | | | | | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | FY 21-22 BUD | FY 22-23 EST | | | |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | |
| NET IMPACT ON OPERATIONAL BUDGET | | | | - | - | | | |
| | | | | RESERVE STATUS: | | | | |
| SECTION 04: FIVE-YEAR FISCAL IMPACT (Direct and indirect) | | | | | | | | |
| FUND | FUND NAME | FY 21-22 | FY 22-23 | FY 23-24 | FY 24-25 | FY 25-26 | FY 26-27 | All Outyears |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
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| TOTAL REV | | - | - | - | - | - | - | - |
| FUND | FUND NAME | FY 21-22 | FY 22-23 | FY 23-24 | FY 24-25 | FY 25-26 | FY 26-27 | All Outyears |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
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| TOTAL EXP | | - | - | - | - | - | - | - |
| NET Per-YEAR IMPACT | | - | - | - | - | - | - | - |
| NET IMPACT (SIX YEARS) | | - | | | | | | |
| REVIEWED BY | | Samantha Bradfield, OMB | | DATE | | 1/4/2022 | | |



File #: 220022

RESOLUTION NO. 220022

RESOLUTION - Directing the City Manager to reevaluate all current professional services contracts entered into by the City to determine whether the scopes of work can be performed by City employees; to create a process for replacing those contracts and contractors with the hiring of additional City staff; and to present to Council certain information within sixty days.

BE IT RESOLVED BY THE COUNCIL OF KANSAS CITY, MISSOURI:

Section 1. That the City Manager is hereby directed to reevaluate all current professional services contracts entered into by the City to determine whether the scopes of work can be performed by City staff.

Section 2. That the City Manager is directed to create a process for replacing those contracts with the hiring of additional City staff.

Section 3. That the City Manager is directed to present to Council a listing of the scopes of work which can be performed by City staff, pay scale for these positions, ratios comparing the costs for contracted work in comparison with employee pay, and number of full time employees hired for each contract redirected.

..end

**No Fact Sheet
Provided for
Resolution No.**

220022

| | | | | | | | | |
|---|---------------------------------|----------------------|----------------------|------------------------|----------------------|----------------------|----------------------|----------------------|
| <h1>LEGISLATIVE FISCAL NOTE</h1> | LEGISLATION NUMBER: | | | | | | | |
| LEGISLATION IN BRIEF: | | | | | | | | |
| RESOLUTION - Directing the City Manager to reevaluate all current professional services contracts entered into by the City to determine whether the scopes of work can be performed by City employees; to create a process for replacing those contracts and contractors with the hiring of additional City staff; and to present to Council certain information within sixty days. | | | | | | | | |
| What is the purpose of this legislation? | LEGISLATIVE | | | | | | | |
| <i>for the purpose of editing, repealing, or creating a provision in the city's code of ordinances; or for stating non-monetary support. This Fiscal note should be blank</i> | | | | | | | | |
| Sections 01-04 should be blank. See section 00 for more information | <input type="text" value="NO"/> | Yes/No | | | | | | |
| | <input type="text" value="NO"/> | Yes/No | | | | | | |
| | <input type="text" value="NO"/> | Yes/No | | | | | | |
| | <input type="text" value="NO"/> | Yes/No | | | | | | |
| Section 00: Notes: | | | | | | | | |
| <i>This Resolution directs the City Manager to evaluate all professional services contracts currently in place with the City and determine if those contracts can be handled by City employees. The Fiscal impact, if it is determined that the contracts can be handled by City employees, and the hiring of additional City employees is necessary, cannot be determined at this time until each contract is evaluated.</i> | | | | | | | | |
| FINANCIAL IMPACT OF LEGISLATION | | | | | | | | |
| Section 01: If applicable, where are funds appropriated in the current budget? | | | | | | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | FY 21-22 BUD | FY 22-23 EST | | | |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | |
| Section 02: If applicable, where will new revenues be estimated? | | | | | | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | FY 21-22 BUD | FY 22-23 EST | | | |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | |
| Section 03: If applicable, where will appropriations be increased? | | | | | | | | |
| FUND | DEPTID | ACCOUNT | PROJECT | FY 21-22 BUD | FY 22-23 EST | | | |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | |
| NET IMPACT ON OPERATIONAL BUDGET | | | | - | - | | | |
| | | | | RESERVE STATUS: | | | | |
| SECTION 04: FIVE-YEAR FISCAL IMPACT (Direct and indirect) | | | | | | | | |
| FUND | FUND NAME | FY 21-22 | FY 22-23 | FY 23-24 | FY 24-25 | FY 25-26 | FY 26-27 | All Outyears |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
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| TOTAL REV | | - | - | - | - | - | - | - |
| FUND | FUND NAME | FY 21-22 | FY 22-23 | FY 23-24 | FY 24-25 | FY 25-26 | FY 26-27 | All Outyears |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
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| TOTAL EXP | | - | - | - | - | - | - | - |
| NET Per-YEAR IMPACT | | - | - | - | - | - | - | - |
| NET IMPACT (SIX YEARS) | | - | | | | | | |
| REVIEWED BY | | James Sturdevant | | DATE | | 1/11/2022 | | |



Legislation Text

File #: 220026

ORDINANCE NO. 220026

Cancelling the City Council standing committee meetings and business and legislative sessions for the weeks of March 14, 2022, May 30, 2022, July 4, 2022, July 25, 2022, August 29, 2022, September 5, 2022, November 14, 2022, November 21, 2022, December 19, 2022 and December 26, 2022.

WHEREAS, the Council desires to cancel the standing committee meetings and business and legislative sessions scheduled for the weeks March 14, 2022, May 30, 2022, July 4, 2022, July 25, 2022, August 29, 2022, September 5, 2022, November 14, 2022, November 21, 2022, December 19, 2022 and December 26, 2022; NOW, THEREFORE,

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the City Council standing committee meetings and business and legislative sessions for the weeks of March 14, 2022, May 30, 2022, July 4, 2022, July 25, 2022, August 29, 2022, September 5, 2022, November 14, 2022, November 21, 2022, December 19, 2022 and December 26, 2022.

..end

Approved as to form and legality:

Lana K. Torczon
Assistant City Attorney

**No Fact Sheet
Provided for
Ordinance No.**

220026