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Title: Directing the City Manager to review all salary classifications that establish pay ranges for Kansas City employees and address compression issues to ensure employees are compensated fairly for the work performed for each job classification and directing the City Manager to report to Council within 30 days.

Sponsors: Quinton Lucas, Andrea Bough

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COMMITTEE SUBSTITUTE FOR RESOLUTION NO. 210626

Directing the City Manager to review all salary classifications that establish pay ranges for Kansas City employees and address compression issues to ensure employees are compensated fairly for the work performed for each job classification and directing the City Manager to report to Council within 30 days.

WHEREAS, the City Council values the work of each City employee and seeks to ensure the City compensates its employees fairly for the position filled by that employee; and

WHEREAS, the failure to fairly compensate employees results in high employee turnover, numerous unfilled job vacancies, low morale and increased training costs; and

WHEREAS, the failure to fairly compensate employees can cause an employee to leave the City for a higher salary and benefits or to retire early; and

WHEREAS, a review of salaries paid to Kansas City employees should include consideration of average salaries for similar positions in the community, what other city governments pay for similar positions in similarly sized cities, and current trends for payment related to different positions; and

WHEREAS, compensating City employees fairly will assist the City in retaining and hiring talented individuals to do a variety of tasks needed to serve the citizens of Kansas City; NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the City Manager is directed to review all salary classifications establishing pay ranges for Kansas City employees and address compression issues to ensure employees are fairly compensated for the work performed for each job classification.

Section 2. That the City Manager is directed to provide a written report to the Council of the results of the completed study within 30 days.

Section 3. Department directors are directed to collaborate with the City Manager to conduct a budget and spending analysis to identify alternate savings to enable each city department to provide pay increases. Department directors are further directed to collaborate with the City Manager to promulgate ordinances that effect pay increases, if applicable, and to also incorporate pay increases into each departmental budget recommendation for the next fiscal year.
