

# GENERAL

## Ordinance Fact Sheet

R-2020-00236

### Ordinance Number

**Brief Title:** Approval of settlement of *Ligia Beckwith v. City of Kansas City, Missouri*

**Approval Deadline:**

**Reason:** To approve settlement of *Ligia Beckwith v. City of Kansas City, Missouri*

#### Details

<p><b>Reason for Legislation</b> To seek City Council approval and authorization of \$475,000.00 settlement of the lawsuit styled <i>Ligia Beckwith v. City of Kansas City, Missouri</i>, Case No. 1816-CV19787.</p>
<p><b>Discussion</b> <i>(including relationship to other Council actions)</i></p> <p>Plaintiff was a City employee since February 2010. She worked her entire career with the City as a Chemist in the Water Laboratory. She claims she was discriminated against because of her gender and nationality, was subjected to a sexually hostile work environment, and was retaliated against. This settlement resolves any potential liability, punitive damages, potential future liability, and attorneys' fees.</p> <p>Is it good for the children? Yes.</p>

#### Positions / Recommendations

<b>Sponsor(s)</b> Cecilia Abbott, City Attorney	
<b>Programs, Departments, or Groups Affected</b> Water Services Department	
<b>Applicants/Proponents</b>	<b>Applicant</b>  <b>City Department</b>  <b>Other</b>
<b>Opponents</b>	<b>Groups or Individuals</b>  <b>Basis of Opposition</b>
<b>Staff Recommendation</b>	<input type="checkbox"/> For <input type="checkbox"/> Against <b>Reasons Against:</b>
<b>Board or Commission Recommendation</b>	<input type="checkbox"/> For <input type="checkbox"/> Against <input type="checkbox"/> No Action Taken <input type="checkbox"/> For, with revisions or conditions
<b>Council Committee Action</b>	<input type="checkbox"/> Do Pass <input type="checkbox"/> Do Pass (as amended) <input type="checkbox"/> Committee Substitute <input type="checkbox"/> No Recommendation <input type="checkbox"/> Hold <input type="checkbox"/> Do Not Pass

**Details**

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**Policy / Program Impact**

<b>Policy or Program Change</b>	9 No    9 Yes
<b>Operational Impact Assessment</b>	

**Finances**

<b>Cost and Revenue Projections</b>	<b>Cost of Legislation</b> \$475,000.00  <b>Increase/Decrease in Revenue Expected Annually</b>
<b>Fund Sources</b>	20-1010-131543-B

**Applicable Dates:**

**Fact Sheet Prepared By:**

Timothy R. Ertz, Assistant City Attorney

**Reviewed By:**

Cecilia Abbott, City Attorney

Kitty Steffens, Office of Management and Budget

**Reference Numbers:**