



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: 230904

Submitted Department/Preparer: Law

Revised 8/3/23

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

Approving a settlement of \$800,000.00 for Brenda Paikowski v. City of Kansas City, Missouri, Jackson County Circuit Court Case Number: 2216-CV16157.

Discussion

Plaintiff Brenda Paikowski filed a lawsuit claiming discrimination and retaliation related to her employment with the City and intends to file a second lawsuit related to constructive discharge. The proposed settlement resolves all liability, damages, and attorneys' fees for any claims Ms. Paikowski could have against the City. The Law Department and Risk Management Committee recommend accepting the settlement.

Fiscal Impact

1. Is this legislation included in the adopted budget? Yes No
2. What is the funding source?
24-7010-131543-618200 City Legal Expense Fund, Public Official Liability
3. How does the legislation affect the current fiscal year?
Expend \$800,000.00 of previously appropriated funds.
4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.
No.
5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?
No

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
3. Account string has been verified/confirmed. Yes No

Additional Discussion (if needed)

Click or tap here to enter text.

Citywide Business Plan (CWBP) Impact

1. View the [FY23 Citywide Business Plan](#)
2. Which CWBP goal is most impacted by this legislation?
Finance and Governance (Press tab after selecting.)
3. Which objectives are impacted by this legislation (select all that apply):
 - Reform the City's economic incentives to meet the policy objectives of the City Council
 - Ensure the resiliency of City government
 - Engage in workforce planning including employee recruitment, development, retention, and engagement
 - Ensure a responsive, representative, engaged, and transparent City government
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Prior Legislation

None.

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?

Not applicable.

3. How does this legislation contribute to a sustainable Kansas City?

Not applicable.

4. Department staff certifies the submission of any applicable Affirmative Action Plans or Certificates of Compliance, Contractor Utilization Plans (CUPs), Non-Discrimination documents, and Letters of Intent to Subcontract (LOIs) to CREO prior to the legislation entry request in Legistar.

No - CREO's review is not applicable (Press tab after selecting)

Please provide reasoning why not:

Not applicable.

5. Does this legislation seek to approve a contract resulting from an Invitation for Bid?

No(Press tab after selecting)

6. Does this legislation seek to approve a contract resulting from a Request for Proposal/Qualification (RFP/Q)?

No(Press tab after selecting)