City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: 240809
Submitted Department/Preparer: Law
Revised 6/10/24

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 $90,000.00 for a Charge of Discrimination filed with the Missouri Commission on Human Rights and the Equal Employment Opportunity Commission, Charge Number: 28E-2024-00474/E-02/24-55868.

Discussion

Complainant filed a Charge of Discrimination related to their employment with the City. The proposed settlement resolves all liability, damages, and attorneys' fees for any claims the Complainant could have against the City as of the date the settlement agreement is signed. 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?
   City Legal Expense Fund, Account No. 23-7010-131543-B

3. How does the legislation affect the current fiscal year?
   Decreases available funds by $90,000.00.

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)
N/A

Citywide Business Plan (CWBP) Impact

1. View the Adopted 2025-2029 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):

   ☒ Ensure the resiliency of a responsive, representative, engaged, and transparent City government.
   ☒ Engage in workforce planning including employee recruitment, development, retention, and engagement.
   ☒ Foster a solutions-oriented, welcoming culture for employees and City Partners.
   ☐
   ☐
   ☐

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. Does this legislation create or preserve new housing units?
   No (Press tab after selecting)

   Click or tap here to enter text.
   Click or tap here to enter text.

5. Department staff certifies the submission of any application Affirmative Action Plans or Certificates of Compliance, Contractor Utilization Plans (CUPs), and Letters of Intent to Subcontract (LOIs) to CREO prior to, or simultaneously with, the legislation entry request in Legistar.

   No - CREO's review is not applicable (Press tab after selecting)
   Please provide reasoning why not:
   Not applicable.

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

   No(Press tab after selecting)

   Click or tap here to enter text.

7. Does this legislation seek to approve a contract resulting from a Request for Proposal/Qualification (RFP/Q)?
   No(Press tab after selecting)