



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #

Submitted Department/Preparer: Law

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 \$200,000.00 for Shannon Freeman v. City of Kansas City, Case No. 2116-CV06156.

Discussion

Plaintiff brought a lawsuit claiming disability discrimination, retaliation, hostile work environment, and discrimination based on the exercise of workers' compensation rights. The proposed settlement resolves all liability, damages, and attorneys' fees.

Fiscal Impact

1. Is this legislation included in the adopted budget? Yes No

2. What is the funding source?

23-7010-131543-618200

3. How does the legislation affect the current fiscal year?

Decreases available funds by \$200,000.00.

4. Does the legislation have 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



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2. This fund has a structural imbalance.

Yes No

Additional Discussion (if needed)

Click or tap here to enter text.

Citywide Business Plan (CWBP) Impact

View the [FY23 Citywide Business Plan](#)

Which CWBP goal is most impacted by this legislation?

Finance and Governance (Press tab after selecting.)

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?



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Not applicable.

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

Not applicable.

4. Does the ordinance/resolution include Civil Rights antidiscrimination requirements in compliance with the Code of Ordinances (Chapter 38, titled "Civil Rights")?

No.

5. Has the ordinance/resolution been submitted for review of economic equity & inclusion requirements in compliance with the Code of Ordinances (Chapter 3, titled "Contracts and Leases")?

Not applicable.