

# GENERAL

## Ordinance Fact Sheet

**Ordinance Number**

**Brief Title:** **Approval Deadline:**  
 Approval of settlement of *Craig Adams, et. al, v. City of Kansas City, Missouri* and Grievance 36-17.

**Reason:**  
 To approve settlement of *Craig Adams, et al., v. City of Kansas City, Missouri* and Grievance 36-17.

**Details**

<p><b>Reason for Legislation</b>          To seek City Council approval and authorization of \$4,000,000.00 settlement of the lawsuit styled <i>Craig Adams, et al., v. City of Kansas City, Missouri</i>, Case No. 4:19-cv-00093, as well as Local 42 Grievance 36-17.</p>
<p><b>Discussion</b> <i>(including relationship to other Council actions)</i></p> <p>Craig Adams represents an opt-in class of 382 individuals in federal court asserting they have not been appropriately compensated for their specialty pay pursuant to the FLSA. Grievance 36-17 makes similar assertions on behalf of all Local 42 members that have received specialty pay. This settlement resolves liability for both the FLSA lawsuit and the grievance, any liquidated damages that may have been found owing, and attorneys' fees in the FLSA lawsuit.</p> <p>Is it good for the children? Yes.</p>

**Positions / Recommendations**

<b>Sponsor(s)</b> XXXXXXXXXXXXX	
<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 checked="" 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> \$4,000,000.00  <b>Increase/Decrease in Revenue Expected Annually</b>
<b>Fund Sources</b>	22-1000-231000-A, Chief's Office

**Applicable Dates:**

**Fact Sheet Prepared By:**

Tara M. Kelly, Senior Associate City Attorney

**Reviewed By:**

Matthew Gigliotti, City Attorney

**Reference Numbers:**