
#### Abstract

A RESOLUTION TO CONSENT TO THE OUTCOME OF COURTORDERED MEDIATION IN AN AMOUNT FROM THE CITY OF LTITLE ROCK, ARKANSAS, NOT TO EXCEED TWO HUNDRED FORTY-FIVE THOUSAND DOLLARS ( $\mathbf{2 4 5 , 0 0 0 . 0 0 ) , ~ T O}$ GRANT AUTHORITY FOR THE MAYOR AND CITY CLERK TO EXECUTE A SETTLEMENT AGREEMENT APPROVED AS TO FORM BY THE CITY ATTORNEY; AND FOR OTHER PURPOSES.


#### Abstract

WHEREAS, the City of Little Rock, Arkansas ("City") has been sued by five (5) separate Police plaintiffs which alleges employment discrimination, a hostile work environment and retaliation in Alice Fulk and Christina Plummer v. Keith Humphrey, and the City of Little Rock, Arkansas, No. 60CV-20-2799, Pulaski Circuit [12 ${ }^{\text {th }}$ Division], and Hayward Finks, Duane Finks and Reginald Parks v. Keith Humphrey and City of Little Rock, Arkansas, No. 60CV-20-2718, Pulaski Circuit [2 ${ }^{\text {nd }}$ Division]; and,

WHEREAS, after participation in Court-Ordered Mediation these cases can be resolved by the payment of Four Hundred Ninety Thousand Dollars $(\$ 490,000.00)$ to the plaintiffs, which includes all costs, fees, attorneys fees and damages, and completely and finally resolves all such claims; and,

WHEREAS, pursuant to the provisions of a defense pool with the Arkansas Municipal Leage Defense Fund, the City is responsible for one-half of the amount to be paid, or Two Hundred Forty-Five Thousand Dollars (\$245,000.00); and,

WHEREAS, this settlement, without the admission of any liability, is deemed to be in the best interests of the City.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY OF LITTLE ROCK, ARKANSAS:


Section 1. After contact with the various members of the Board of Directors by the City Attorney, who announced the intent to move forward with this settlement which is the result of Court-Ordered Mediation, the Board of Directors agrees to pay Two Hundred Forty-Five Thousand Dollars $(\$ 245,000.00)$ to the Arkansas Municipal League Defense Fund to comply with a settlement agreement, to be approved by the City Attorney, in settlement of all requests for fees, costs, attorneys fees and alleged damages, but in doing so not to admit any liability on the part of the City.

Section 2. Funds for this settlement payment are available in Account No. 101002-62010.
Section 3. While the parties understand that the maximum exposure of the City is the amount set forth in Section 1 above, it is also known that some of the damages awards may be treated as income, and if so,
then there will be a necessity for the City to withhold certain obligations as to State and Federal Income Tax, pension and other matters, so even if there is a minor amount above the anticipated amount, such among is approved if it brings to an end this litigation.

Section 4. Severability. In the event any title, subtitle, section, subsection, subdivision, paragraph, subparagraph, item, sentence, clause, phrase, or work of this resolution is declared or adjudged to be invalid or unconstitutional, such declaration or adjudication shall not affect the remaining portions of the resolution, which shall remain in full force and effect as if the portion so declared or adjudged invalid or unconstitutional was not originally a part of this resolution.

Section 5. Repealer. All ordinances, resolutions, or parts of the same that are inconsistent with the provisions of this ordinance, are hereby repealed to the extent of such inconsistency.

ADOPTED: June 4, 2024

## ATTEST:

## Susan Langley, City Clerk

 APPROVED AS TO LEGAL FORM:
## APPROVED:

Frank Scott, Jr., Mayor

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Thomas M. Carpenter, City Attorney
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