

**OFFICE OF THE CITY MANAGER
LITTLE ROCK, ARKANSAS**

**BOARD OF DIRECTORS COMMUNICATION
JULY 7, 2026, AGENDA**

Subject:	Action Required:	Approved By:
<p>A Resolution to approve the settlement and payment of outstanding attorneys' fees and costs arising from the Civil Service Commission appeals of Brad Tubbs, Charles Phillips, and Patrick Pitts.</p> <p>Submitted By: City Attorney's Office</p>	<p>Ordinance √ Resolution</p>	<p>Delphone Hubbard City Manager</p>
SYNOPSIS	<p>A resolution to authorize the settlement of outstanding Attorneys' fees and costs claims arising from the Civil Service Commission appeals of Brad Tubbs, Charles Phillips, and Patrick Pitts.</p>	
FISCAL IMPACT	<p>The total fiscal impact of this resolution is \$151,532.69 to be paid from account number 101002-63390.</p>	
RECOMMENDATION	<p>Adopt the Resolution.</p>	
BACKGROUND	<p>The underlying litigation arose from appeals filed by former Little Rock Fire Department employees Brad Tubbs, Charles Phillips, and Patrick Pitts challenging disciplinary and employment actions through the Civil Service Commission process. Following several years of litigation, the Board approved settlement of the underlying claims through Resolution No. 16,986 on March 3, 2026.</p> <p>The settlement agreements approved by the Board expressly provided that settlement payments were exclusive of attorneys' fees and costs. The agreements further required the parties to negotiate in good faith concerning attorneys' fees and costs.</p>	

**BACKGROUND
CONTINUED**

Although substantial portions of the litigation were resolved, the Tubbs matter continued for approximately an additional year following the initial fee proceedings. During this period, the parties worked to facilitate the reinstatement of the Appellants, in part to reduce and ultimately stop the continued accrual of backpay damages. The Court also scheduled a damages hearing for August 11, 2025, requiring significant additional preparation by all parties.

As preparation for the hearing progressed, the parties engaged in several weeks of negotiations regarding both damages and remaining litigation issues. Those discussions ultimately resulted in the settlement approved by Resolution No. 16,986 and, subsequently, negotiations concerning the unresolved attorneys' fees claims.

The City Attorney's Office conducted a detailed review of the billing records submitted in support of the pending fee motions. Based upon that review, the Office determined that the fees and costs requested were reasonably incurred in connection with extensive discovery, depositions, motion practice, hearings, appellate proceedings, expert witness preparation, damages litigation, settlement negotiations, and a three-day trial. The review did not identify any inappropriate billing entries, unreasonable charges, or otherwise unallowable fees or costs.

The negotiated settlement amount of \$151,532.69 represents a complete resolution of all remaining attorneys' fees and costs claims asserted by the Appellants in the three cases. Approval of the proposed resolution will bring final closure to litigation that has been pending since 2021 and avoid the risks and costs associated with further court proceedings concerning the fee applications.