

Mayor and Council Communication

DATE: 06/09/26

M&C FILE NUMBER: M&C 26-0438

LOG NAME: 12CONAWAYSETTLEMENT

SUBJECT

(ALL) Authorize Settlement and Adopt Appropriation Ordinance and Payment in the Total Amount of \$1,116,936.00 for Full and Final Settlement of All Claims Related to the Lawsuit Styled Paula Conaway v. City of Fort Worth, No. 236-355396-24, in the 236th District Court Tarrant County, Texas

RECOMMENDATION:

It is recommended that the City Council:

1. Authorize settlement and payment in the amount of \$1,116,936.00 to Paula Conaway and her attorney Susan Hutchison, for full and final settlement of all claims related to the lawsuit styled Paula Conaway v. City of Fort Worth, No. 236-355396-24 in the 236th District Court Tarrant County, Texas;
 2. Adopt the attached appropriation ordinance increasing estimated receipts and appropriations in the Risk Financing Fund in the amount of \$1,116,936.00, from available net position, for the purpose funding lawsuit expenses; and
 3. Authorize the appropriate City personnel to execute all releases, agreements and court filings necessary to complete the settlement.
-

DISCUSSION:

The purpose of this Mayor & Council Communication is to authorize settlement and approve appropriation ordinance and payment in the total amount of \$1,116,936.00 for full and final settlement of all claims related to the lawsuit styled Paula Conaway v. City of Fort Worth, No. 236-355396-24 in the 236th District Court Tarrant County, Texas;

In July 2023, Police Chief Neil Noakes unappointed Conaway from her position as Deputy Chief. As a result of that unappointment, Conaway became a Captain, because that was her applicable civil service rank. Paula Conaway is still employed as a Captain in the Fort Worth Police Department.

Captain Conaway sued the City of Fort Worth, claiming that her unappointment was because of her sex, female, and asserted a claim under the Texas Whistleblower Act. The City denies all liability for Conaway's claims.

The parties agreed to settle her lawsuit for a total payment of \$1,116,936.00, which will include Captain Conaway's full and final release of all claims against the City. That agreement is contingent on City Council approval.

Funding is available for appropriation from the net position of the Risk Financing Fund. The beginning available net position balance is \$47,910,720.32 and after appropriation the new net position balance will be \$46,793,784.32.

A Form 1295 is not required because: This M&C does not request approval of a contract with a business entity.

FISCAL INFORMATION / CERTIFICATION:

The Director of Finance certifies that funds are currently available from net position within the Risk Financing Fund, and upon approval of the above recommendations and adoption of the attached appropriation ordinance, funds will be available in the Risk Financing Fund as appropriated. Prior to any expenditure being incurred, the Financial Services Department and the City Attorney's Office have the responsibility of verifying the availability of funds.

Submitted for City Manager's Office by: William Johnson 5806

Originating Business Unit Head: Leann Guzman 8973

Additional Information Contact: Leann Guzman 8973

Christopher A. Troutt 7909