



CITY OF HOUSTON - CITY COUNCIL

Meeting Date: 8/26/2025

Item Creation Date: 7/29/2025

LGL- SPRINGER - COMPROMISE, SETTLEMENT, RELEASE & INDEMNITY

Agenda Item#: 4.

Summary:

An ordinance approving and authorizing a compromise, settlement, release and indemnity agreement between the City of Houston, Texas, and **CHARLES SPRINGER** to settle a lawsuit; Civil Action No. 4:24-cv-03811; In the United States District Court for the Southern District of Texas, Houston Division - \$150,000.00-Property and Casualty Fund.

Background:

On or about August 1, 2023, Plaintiff Charles Springer filed his lawsuit entitled, *Charles Springer v. City of Houston*, Cause No. 2023-48874, which was subsequently removed to the United States District Court for the Southern District of Texas, amended to include additional individual defendants and restyled as *Charles Springer v. City of Houston, Mario Diaz, James Szczesniak, Liliana Rambo, and Steve Runge*, Civil Case No. 4:24-cv-03811 (the "Lawsuit").

Mr. Charles Springer is a former Assistant Director in the Houston Airport System, who alleged that he was terminated in violation of the Texas Whistleblower Act, that his civil rights were violated, and that individual employees of the Houston Airport System conspired to violate his civil rights.

The parties engaged in extensive discovery and reached an agreement to resolve the suit after mediation and negotiations.

The City Attorney recommends that City Council adopt an ordinance approving and authorizing the settlement and release and Plaintiff's claims against the City of Houston, Texas, by issuing a check to Charles Springer and his attorneys, O'Connell West, PLLC, in the amount of \$150,000.00.

Fiscal Note:

Funding for this item is included in the FY2026 Adopted Budget. Therefore, no Fiscal Note is required as stated in the Financial Policies.

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Arturo G. Michel, City Attorney

| Estimated Spending Authority | | | |
|------------------------------|--------------|----------|--------------|
| Department | Current FY | Out Year | Total |
| Legal | \$150,000.00 | \$0 | \$150,000.00 |

Prior Council Action:

N/A

Amount and Source of Funding:

\$150,000.00
Property and Casualty Fund
Funding No.: 1004

Contact Information:

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