

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF ARKANSAS

PATTY HECTOR

Plaintiff

v.

Case No. 4:25-cv-91-JM

MATTHEW BRUMLEY, Saline County Judge, in his official capacity,
and SALINE COUNTY, ARKANSAS

Defendants

SETTLEMENT AGREEMENT

On August 21, 2023, Defendant Saline County, Arkansas, passed Ordinance No. 2023-17, granting the Saline County Judge the authority to terminate employees of the Saline County Library. On October 9, 2023, Defendant Saline County Judge Matthew Brumley terminated Plaintiff, Patty Hector, as Director of the Saline County Library.

On February 3, 2025, Plaintiff filed this action alleging that Judge Brumley terminated her in retaliation for her speech and that Ordinance No. 2023-17 was an unconstitutional bill of attainder.

The validity of the claims being contested, the parties have elected to settle this case rather than proceed to trial. The parties agree to the following terms:

1. Defendant Saline County will pay directly to Plaintiff a total sum of \$225,000. This payment shall be allocated as follows:
 - a. \$100,000 as compensation for lost wages, with federal taxes to be withheld. Arkansas state taxes will not be withheld because Plaintiff is not an Arkansas resident.

- b. \$75,000 as payment for lost benefits (Social Security and APERS payments), with federal taxes to be withheld. Arkansas state taxes will not be withheld because Plaintiff is not an Arkansas resident.
- c. \$50,000 as compensation for emotional distress.

2. Defendant will pay \$50,000 in attorney's fees and litigation expenses as follows:

- a. \$45,500 to Arkansas Civil Liberties Union Foundation
- b. \$4,500 to Kutak Rock LLP

3. Defendants will make the payments stated above no later than twenty days from the execution of this settlement agreement.

4. Plaintiff, for herself and her heirs, executors and assigns, releases Defendants, Saline County and all of its officials and employees, the Association of Arkansas Counties (AAC), and the Association of Arkansas Counties Risk Management Fund (AACRMF) from any and all claims she has or could have asserted in this action and all claims, demands, damages and remedies of any nature, at law or in equity, accrued or unaccrued, arising from or in connection with her employment as the Director of the Saline County Library.

5. The parties will move to dismiss this lawsuit with prejudice.

6. This settlement is a compromise of disputed claims and is not and shall not be construed to be an admission of any kind by the parties. The parties released herein expressly deny any liability.

By: John Williams
John C. Williams
Counsel for Plaintiff

Dated: 09/03/2026

By: Jess Askew III
Jess Askew III
Counsel for Plaintiff

Dated: 09/03/2026

By: Patty Hector
Patty Hector
Plaintiff

Dated: 09/03/2026

By: Jason E. Owens
Jason E. Owens
Counsel for Defendants

Dated: 9-30-26

By: Matthew Brumley
Saline County Judge Matthew Brumley
Defendant

Dated: 09-29-2026