

From: [Adam Benefield](#)
To: [Charles West](#); [Brad Bullock](#); [Kevin Sullivan](#); [Shane Saum](#); [Adam Benefield](#); [Norma Owen](#); [Paul Prince](#); [Paul Roberts](#); [Rob Durbin](#)
Subject: Notice of Procedural Due Process Concerns and Request for Resolution (Dec. 4, 2025 Agenda Item X.4)
Date: Monday, January 26, 2026 6:11:53 PM
Attachments: [Outlook-0iyyspq.png](#)

Council Members, Mr. West, and Mr. Bullock,

This email serves as formal notice of claim under City Charter §11.07 and concerns the City Council's action on December 4, 2025 (Agenda Item X.4), which reconsidered Resolution No. 25-2174 and removed me as Council Liaison to the Planning & Zoning Commission.

I recognize the Council's discretion to assign or reassign liaison roles. My claim is not about the existence of that discretion. My claim is about how that discretion was exercised on the dais: the reassignment was carried out in a manner that functioned as a public disciplinary proceeding; stigmatizing and punitive in effect, without advance notice of allegations and without a meaningful opportunity to respond before the Council acted. When I attempted to address the accusations made from the dais, a motion was called and passed to limit debate, preventing me from correcting the record in real time.

If Council Members believed I committed misconduct warranting public condemnation, the City has an established framework for handling allegations of ethics violations through a sworn complaint process, with structured procedures and an opportunity for the accused public servant to respond and be represented by counsel. Instead, the Council aired allegations and proceeded to act immediately in the same context, creating reputational harm and an appearance of "for-cause" punishment without the safeguards that accompany an actual ethics process.

This conduct raises serious procedural and governance concerns, including due process concerns under the United States Constitution and Texas law, and it exposes the City to liability for damages, attorneys' fees, and equitable relief.

Accordingly, I demand that the City identify and implement an acceptable corrective solution within thirty (30) days of this notice. At a minimum, the City must address and cure the procedural deficiencies and the public stigmatization that occurred in connection with Item X.4. If the City does not do so within that timeframe, I will instruct counsel to proceed with all available legal remedies, including filing suit and seeking monetary damages, attorneys' fees, and appropriate injunctive and declaratory relief.

Please also treat this as a litigation hold. Preserve all potentially relevant records, including emails, texts, messaging-app communications, drafts, notes, agendas, packets, recordings, and any other materials relating to Agenda Item X.4, the reconsideration of Resolution No. 25-2174, and communications regarding my liaison role or the decision to remove me, whether stored on City systems or personal devices.

Nothing herein is a waiver of any rights, claims, defenses, or remedies.

Respectfully,

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