

# CITY OF OAKLAND



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July 30, 2024

HONORABLE CITY COUNCIL  
Oakland, California

**Subject: Taniela Finau v. City of Oakland**  
**Alameda County Superior Court, Case No. 23CV029195**  
City Attorney File No. 35542  
(Public Works Department - Employment Discrimination)

President Fortunato Bas and Members of the City Council:

Pursuant to Section 401 of the Charter, the City Attorney has prepared and requests your approval of a resolution authorizing compromise and settlement of the above-entitled lawsuit for the sum of One Hundred Fifty Thousand Dollars and Zero Cents (\$150,000.00), payable to Plaintiff and their counsel.

Plaintiff Taniela Finau<sup>1</sup> (“Finau”) alleges employment claims for disability discrimination and retaliation. Finau was a probationary employee employed as a Gardener II. The City terminated their employment during probation due to excessive absences. However, Finau claims that the City terminated Finau in retaliation for complaining about workplace safety and taking medical leave. Finau’s past wage loss claim is \$82,680. Finau also claims damages for emotional distress.

The City has determined that settlement in the amount of \$150,000, without admitting liability and to avoid further litigation, is in the best interest of the City.

The Council authorized settlement of this case in Closed Session on Thursday, July 18, 2024 (moved by Councilmember Gallo and seconded by Councilmember Kaplan - 6 Ayes, 2 Excused – Councilmember Fife and Councilmember Jenkins).

Respectfully submitted,

A handwritten signature in cursive script that reads "Barbara J. Parker".

BARBARA J. PARKER  
City Attorney

Assigned Attorney:  
Montana B. Baker