



CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

RESOLUTION AUTHORIZING AND DIRECTING THE CITY ATTORNEY TO COMPROMISE AND SETTLE THE CASE OF MILDRED L. OLIVER V. CITY OF OAKLAND, OAKLAND POLICE DEPARTMENT, AND DOES 1 TO 25, INCLUSIVE, ALAMEDA COUNTY SUPERIOR COURT CASE NO. RG19007799, CITY ATTORNEY'S FILE NO. 33244, IN THE AMOUNT OF FIFTY THOUSAND DOLLARS AND ZERO CENTS (\$50,000.00) (OAKLAND POLICE DEPARTMENT – EMPLOYMENT/CIVIL RIGHTS)

WHEREAS, Plaintiff Mildred Oliver (“Oliver”) was employed as an Oakland Police Department (“OPD”) Sergeant from 2012 to 2019; and

WHEREAS, Oliver is Black and identifies as female, and alleges that from around September 2015 to May 2019, OPD subjected her to a hostile work environment, retaliation, and discrimination based on gender and race; and

WHEREAS, Oliver alleges these events started around the time she was assigned to conduct an Internal Affairs Division investigation of an OPD officer stemming from allegations of sexual misconduct, and allegedly continued after she was transferred to Patrol in January 2017, and beyond; and

WHEREAS, Oliver filed Alameda County Superior Court, Case No. RG19007799 against the City of Oakland and Oakland Police Department, alleging 1) gender discrimination under the Fair Employment & Housing Act (FEHA, California Government Code section 12940), 2) race discrimination under FEHA, 3) hostile-work environment under FEHA, 4) retaliation under FEHA, and 5) whistleblower retaliation under California Labor Code section 1102.5; and

WHEREAS, the City has considered all the evidence, litigation costs, and litigation risks in this case; and

WHEREAS, the City admits no wrongdoing or liability; and

WHEREAS, the parties and their legal counsel have negotiated a fair and reasonable settlement of these claims; now, therefore, be it

RESOLVED: That the City Attorney is authorized and directed to compromise and settle the case of Mildred L. Oliver v. City of Oakland, Oakland Police Department, and Does 1 to 25, inclusive, Alameda County Superior Court Case No. RG19007799, City Attorney's File No. 33244, for the sum of Fifty Thousand Dollars and Zero Cents (\$50,000.00); and be it

FURTHER RESOLVED: That the City Attorney is further authorized and directed to take whatever steps as may be necessary to effect said settlement.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - FIFE, GALLO, JENKINS, KALB, KAPLAN, RAMACHANDRAN, REID, AND
PRESIDENT FORTUNATO BAS

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California