

# CITY OF OAKLAND



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February 18, 2025

HONORABLE CITY COUNCIL  
Oakland, California

**Subject: Dena Delaviz v. City of Oakland, Christopher Che King, and Does 1-10, inclusive**  
**Alameda County Superior Court Case No. 24CV084224**  
City Attorney File No. 36917  
(Oakland Fire Department - Employment Discrimination and Harassment)

President Gallo 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 Four Hundred Seventy-Five Thousand Dollars and Zero Cents (\$475,000.00), payable to Dena Delaviz and Delaviz's attorneys at Gwilliam, Ivary, Chiosso, Cavalli & Brewer, APC.

Delaviz was employed as a Program Analyst in the Oakland Fire Department Emergency Medical Services Division from August 23, 2021 to January 30, 2024. Delaviz alleges that former employee Christopher King harassed and discriminated against her. Delaviz sued the City alleging employment discrimination based on sex, sexual harassment, failure to prevent discrimination and harassment, and retaliation. Delaviz claims Delaviz suffered wage loss and emotional distress.

The approved settlement in the amount of \$475,000.00, without admitting fault or liability, resolves all of Delaviz's claims, avoids further litigation, and is in the City's best interest.

The City Council authorized settlement of this case in Closed Session on Thursday, February 6, 2025 (moved by Councilmember Carroll Fife and seconded by Councilmember Zac Unger - 7 Ayes, 1 Absent – Council President Kevin Jenkins (serving as Mayor pursuant to Charter Section 303)).

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Ryan Richardson".

RYAN RICHARDSON  
City Attorney

Assigned Attorney:  
Courtney O'Brien

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