

MAY 4, 2023

CLOSED SESSION REPORT OF FINAL ACTION

Date of Meeting: *Thursday, May 4, 2023*

Litigation Negotiations
NAME OF ACTION:

EEOC Charge of Helen Ricci
EEOC Case No. 555-2017-01062

This matter is listed as **Item No. 2** on the Closed Session Agenda:

The council authorized settlement in the amount of **\$100,000.00**

This case arose out of incidents occurring on **February 3, 2017**

FACTS/ISSUES:

On September 24, 2015, Helen Ricci applied for employment as a Police Officer Trainee with OPD. On February 3, 2017, OPD informed Ricci that it had screened Ricci out from further consideration for hire because of a pending lawsuit that Ricci filed against a former employer. On August 8, 2017, Ricci filed an Equal Employment Opportunity Commission (“EEOC”) charge alleging that OPD had discriminated and retaliated against Ricci because of Ricci’s engagement in protected activity (filing a lawsuit) in violation of Title VII. The City has determined that settlement in the amount \$100,000.00 to Ricci, without admitting liability and to avoid litigation, is in the best interest of the City

The City and the EEOC engaged in settlement discussions resulting in an agreement for the City to pay Ricci \$100,000 in exchange for the withdrawal of the EEOC charge, subject to Council approval.

The City has determined that settlement in the amount \$100,000.00 to Ricci, without admitting liability and to avoid litigation, is in the best interest of the City.

Motion Made by: **Councilmember Kaplan**
Motion Seconded by: **Councilmember Fife**

AYES: Fife, Gallo, Kalb, Kaplan, Reid, Jenkins, Ramachandran and President Fortunato
Bas= 5

NOES: Fife, Gallo, Kalb, Kaplan, Reid, Jenkins, Ramachandran and President Fortunato Bas=

ABSENT: Fife, Gallo, Kalb, Kaplan, Reid, Jenkins, Ramachandran and President Fortunato
Bas= 3

ABSTENTIONS: Fife, Gallo, Kalb, Kaplan, Reid, Jenkins, Ramachandran and President Fortunato Bas=