

CITY OF OAKLAND



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Office of the City Attorney
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May 6, 2025

HONORABLE CITY COUNCIL
Oakland, California

Subject: Candace Reese Walters v. City of Oakland, et al.
Alameda County Superior Court Case No. 24CV066117
City Attorney File No. 36314
(Department of Violence Prevention – Employment)

President Pro Tempore 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 One Million Dollars and No Cents (\$1,000,000.00), payable to Candace Reese Walters (“Walters”) and her counsel.

Walters began employment with the City of Oakland on or about April 2, 2022 as a Public Information Officer III for the Department of Violence Prevention. She alleges that she was harassed and discriminated against on the basis of her sex and race and was paid less than one or more similarly situated male employees of the City. Plaintiff also alleges that the City retaliated against her by terminating her employment after she complained to City officials about the alleged discrimination, harassment and unequal pay.

Plaintiff filed a Complaint for Damages and Injunctive Relief in the Alameda County Superior Court against the City alleging violations of the Fair Employment and Housing Act (“FEHA”) for discrimination, harassment, and retaliation, and whistleblower retaliation, violation of the Equal Pay Act, negligent hiring, retention and supervision, negligent infliction of emotional distress, and intentional infliction of emotional distress.

The City has determined that settlement in the amount of \$1,000,000, without admitting liability and to avoid further litigation, is in the best interest of the City.

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The City Council authorized settlement of this case in Closed Session on Thursday, March 20, 2025 (moved by Councilmember Janani Ramachandran and seconded by Councilmember Rowena Brown – 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 G. Richardson".

RYAN RICHARDSON
City Attorney

Assigned Attorney:

John A. Burke

Supervising Deputy City Attorney

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