

CITY OF OAKLAND



ONE FRANK H. OGAWA PLAZA • 6TH FLOOR • OAKLAND, CALIFORNIA 94612

Office of the City Attorney
Barbara J. Parker
City Attorney

(510) 238-3601
FAX: (510) 238-6500
TTY/TDD: (510) 238-3254

May 16, 2023

HONORABLE CITY COUNCIL
Oakland, California

**Subject: EEOC Charge of Helen Ricci
EEOC Case No. 555-2017-01062
(Oakland Police Department – Employment Discrimination
and Retaliation)**

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 claim for the sum of One Hundred Thousand Dollars and Zero Cents (\$100,000.00), payable to Helen Ricci in a manner specified by the Equal Employment Opportunity Commission (“EEOC”).

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 her out from further consideration for hire because of a pending lawsuit that Ricci filed against Ricci’s former employer. On August 8, 2017, Ricci filed an 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 Council authorized settlement of this case in Closed Session on Thursday, May 4, 2023 (moved by Councilmember Rebecca Kaplan and seconded by Councilmember Carroll Fife - 5 Ayes, 3 Absent – Councilmembers Noel Gallo, Kevin Jenkins, and Treva Reid).

Respectfully submitted,

A handwritten signature in blue ink that reads "Barbara J. Parker". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

BARBARA J. PARKER
City Attorney

Assigned Attorneys:
Special Counsel Veronica Harris
Deputy City Attorney Yasmin Macariola