

  
CITY ATTORNEY'S OFFICE

## OAKLAND CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_ C.M.S.

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**RESOLUTION AUTHORIZING AND DIRECTING THE CITY ATTORNEY TO COMPROMISE AND SETTLE THE CASE OF CANDACE REESE WALTERS V. CITY OF OAKLAND, ALAMEDA COUNTY SUPERIOR COURT NO. 24CV066117, CITY ATTORNEY FILE NO. 36314, FOR THE SUM OF ONE MILLION DOLLARS AND NO CENTS (\$1,000,000.00) (DEPARTMENT OF VIOLENCE PREVENTION – EMPLOYMENT)**

**WHEREAS**, Candace Reese Walters (“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; and

**WHEREAS**, the City hired Walters as a Limited Duration Employee on a one-year appointment ending on or about April 1, 2023. Walters’s employment with the City ended on or about April 1, 2023.; and

**WHEREAS**, Walters alleges that while employed by the City, 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; and

**WHEREAS**, Walters alleges that after she complained to City officials about the alleged discrimination, harassment and unequal pay the City retaliated by terminating her employment; and

**WHEREAS**, on March 1, 2024, Walters filed a lawsuit against the City of Oakland in the Alameda County Superior Court (*Candace Reese Walters v. City of Oakland*, Alameda County Superior Court Case No. 24CV066117) 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; and

**WHEREAS**, Walters seeks economic and general damages, and recovery of incurred attorneys’ fees and costs; and

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

**WHEREAS**, the City has determined that it is in the City's best interest to settle this lawsuit without admitting liability or wrongdoing and to avoid further litigation; 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 Candace Reese Walters v. City of Oakland, Alameda County Superior Court Case No. 24CV066117, City Attorney File No. 36314 for the sum of One Million Dollars, payable to Candace Reese Walters and their attorneys; and be it

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

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROWN, FIFE, HOUSTON, KAPLAN, RAMACHANDRAN, UNGER, AND  
PRESIDENT PRO TEMPORE GALLO

NOES –

ABSENT – COUNCIL PRESIDENT JENKINS (serving as Mayor pursuant to Charter Section 303)

ABSTENTION –

ATTEST: \_\_\_\_\_  
ASHA REED  
City Clerk and Clerk of the Council of the  
City of Oakland, California