

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

15 DEC 23 PM 2:43

# CITY OF OAKLAND



ONE FRANK H. OGAWA PLAZA • 6<sup>TH</sup> FLOOR • OAKLAND, CALIFORNIA 94612

Office of the City Attorney  
Barbara Parker  
City Attorney

(510) 238-3601  
FAX: (510) 238-6500  
TDD: (510) 839-6451

December 8, 2015

HONORABLE CITY COUNCIL  
Oakland, California

**Subject: Gloria Alcala v. City of Oakland, et al.**  
**Case No. 14-5050-MMC**  
**City Attorney File No. X04064**  
**(Department of Human Resources Management/City  
Administrator Office)**


President Gibson McElhaney 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 and Twenty-Five Thousand Dollars and Zero Cents (\$125,000.00), payable to Gloria Alcala.

Ms. Alcala filed a lawsuit against the City, her supervisor, Risk and Benefits Manager, Deborah Grant, and DHRM Director, Anil Comelo alleging workplace discrimination and harassment based on her race, and retaliation for complaining about the alleged harassment.

The Council authorized settlement of this case in Closed Session on Tuesday, December 8, 2015 (moved by Councilmember Noel Gallo and seconded by Councilmember Larry Reid – 8 Ayes).

Respectfully submitted,

  
BARBARA J. PARKER  
City Attorney

Assigned Attorney:  
Jamilah A. Jefferson

  
City Attorney's Office

**FILED**  
OFFICE OF THE CITY CLERK  
OAKLAND

**2015 DEC 23 PM 2:44 OAKLAND CITY COUNCIL**

Resolution No. \_\_\_\_\_ C.M.S.

**RESOLUTION AUTHORIZING AND DIRECTING THE CITY ATTORNEY TO COMPROMISE AND SETTLE THE CASE OF GLORIA ALCALA V. CITY OF OAKLAND ET AL., UNITED STATES DISTRICT COURT CASE NO. 14-5050-MMC, CITY ATTORNEY'S FILE NO. X04064, IN THE AMOUNT OF ONE HUNDRED AND TWENTY-FIVE THOUSAND DOLLARS AND ZERO CENT (\$125,000.00) (DEPARTMENT OF HUMAN RESOURCES MANAGEMENT/CITY ADMINISTRATOR'S OFFICE)**

**WHEREAS**, Plaintiff Gloria Alcala alleges that she suffered workplace discrimination, harassment, and retaliation; and

**WHEREAS**, On September 26, 2014, Plaintiff Gloria Alcala filed a complaint for damages seeking compensatory and punitive damages; and

**WHEREAS**, without admitting fault or wrongdoing, the City has determined to compromise and settle Plaintiff Gloria Alcala's claims against it for the sum of One Hundred and Twenty-Five Thousand Dollars and Zero Cents (\$125,000.00); now, therefore, be it

**RESOLVED:** That the City Attorney is authorized and directed to compromise and settle the case of Gloria Alcala v. City of Oakland, et al., United States District Court Case No. 14-5050-MMC, City Attorney's File No. X04064, for a sum not to exceed One Hundred and Twenty-Five Thousand Dollars and Zero Cents (\$125,000.00) payable by the City of Oakland; and be it

**FURTHER RESOLVED:** That the City Attorney is further authorized and directed to take whatever steps necessary to effect said settlement; and be it

**FURTHER RESOLVED:** That the sum of One Hundred and Twenty-Five Thousand Dollars and Zero Cents (\$125,000.00) be made payable to Gloria Alcala.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLÉN, KALB, KAPLAN, REID AND PRESIDENT GIBSON MCELHANEY

NOES -

ABSENT -

ABSTENTION -

ATTEST: \_\_\_\_\_

LATONDA SIMMONS  
City Clerk and Clerk of the Council of the  
City of Oakland, California