

# GENERAL Ordinance Fact Sheet

**Ordinance Number**

**Brief Title:**  
Approval of settlement of  
EEOC Charge #563-2021-01892.

**Approval Deadline:**

**Reason:**  
For approval of settlement of  
EEOC Charge #563-2021-01892.

**Details**

<p><b>Reason for Legislation</b> To seek City Council approval and authorization of \$110,032.00 settlement of the EEOC Charge #563-2021-01892.</p>
<p><b>Discussion</b> <i>(including relationship to other Council actions)</i></p> <p>Plaintiff claims he was treated inequitably because of his national origin and retaliated against due to his protected activity. This settlement resolves any potential liability, punitive damages, and attorneys' fees.</p> <p>Is it good for the children? Yes.</p>

**Positions / Recommendations**

<b>Sponsor(s):</b> Matthew Gigliotti, City Attorney	
<b>Programs, Departments, or Groups Affected</b> General Services	
<b>Applicants/Proponents</b>	<b>Applicant</b>  <b>City Department</b>  <b>Other</b>
<b>Opponents</b>	<b>Groups or Individuals</b>  <b>Basis of Opposition</b>
<b>Staff Recommendation</b>	<input checked="" type="checkbox"/> <b>For</b> <input type="checkbox"/> <b>Against</b> <b>Reasons Against:</b>
<b>Board or Commission Recommendation</b>	<input type="checkbox"/> <b>For</b> <input type="checkbox"/> <b>Against</b> <input type="checkbox"/> <b>No Action Taken</b> <input type="checkbox"/> <b>For, with revisions or conditions</b>
<b>Council Committee Action</b>	<input type="checkbox"/> <b>Do Pass</b> <input type="checkbox"/> <b>Do Pass (as amended)</b> <input type="checkbox"/> <b>Committee Substitute</b> <input type="checkbox"/> <b>No Recommendation</b> <input type="checkbox"/> <b>Hold</b> <input type="checkbox"/> <b>Do Not Pass</b>

**Details**

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**Policy / Program Impact**

<b>Policy or Program Change</b>	9 No 9 Yes
<b>Operational Impact Assessment</b>	

**Finances**

<b>Cost and Revenue Projections</b>	<b>Cost of Legislation</b> \$110,032.00  <b>Increase/Decrease in Revenue Expected Annually</b>
<b>Fund Sources</b>	22-7010-131543-B

**Applicable Dates:**

**Fact Sheet Prepared By:**

Sarah Duggan, Assistant City Attorney

**Reviewed By:**

Tara Kelly, Senior Associate City Attorney  
Matthew Gigliotti, City Attorney

**Reference Numbers:**