

OCTOBER 21, 2021

CLOSED SESSION REPORT OF FINAL ACTION

Date of Meeting: *Thursday, October 21, 2021*

Anticipated Litigation Negotiations

NAME OF ACTION:

Claim of Trinette Gist Skinner

This matter is listed as **Item No. 2(a)** on the Closed Session Agenda:

The council authorized settlement in the amount of **\$130,000**

This case arose out of incidents starting on or about **July 26, 2019**

FACTS/ISSUES:

Trinette Gist Skinner filed a claim with the Department of Fair Employment and Housing in August 2020 alleging: (1) the Fire Chief discriminated against Gist Skinner based on sex by denying her work opportunities in connection with restructuring of the Fiscal and Administrative Services Division of the Fire Department; (2) the Fire Chief sexually harassed Gist Skinner at an off-site lunch meeting; and (3) the City retaliated against Gist Skinner for having filed complaints with the Employment Investigations and Civil Rights Compliance Department by terminating Gist Skinner's employment. Gist Skinner sought compensation for lost wages and benefits and emotional distress resulting from the termination.

Without any admission of wrongdoing by the City, the parties have agreed to compromise and settle all the claims in this matter for \$130,000.00.

Motion Made by: **Councilmember Gallo**

Motion Seconded by: **Councilmember Reid**

AYES: **Fife, Gallo**, Kalb, **Kaplan, Reid, Taylor, Thao** and President **Fortunato Bas** = **7**

NOES: Fife, Gallo, Kalb, Kaplan, Reid, Taylor, Thao and President Fortunato Bas

ABSENT: Fife, Gallo, **Kalb**, Kaplan, Reid, Taylor, Thao and President Fortunato Bas = **1**

ABSTENTIONS: Fife, Gallo, Kalb, Kaplan, Reid, Taylor, Thao and President Fortunato