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## \*Pay settlement of Paula O'Neal's employment lawsuit in the sum of \$250,000 plus 80 hours of vacation accruals involving the Portland Police Bureau

Emergency Ordinance

The City of Portland ordains:

Section 1. The Council finds:

1. Paula O'Neal, through attorneys Jason Kafoury and Charese Rohny, have filed a lawsuit against the City for employment harassment, discrimination and retaliation involving the Portland Police Bureau on June 1, 2020.

2. The lawsuit has been investigated by Risk Management Services. The investigation indicates there is risk the City may be found liable. Therefore, in order to avoid the risk of an adverse jury award, we feel it is prudent to compromise the lawsuit at this time.

3. Risk Management Services recommends the lawsuit be compromised for the total sum of \$250,000 plus 80 hours of vacation accruals, subject to the claimant providing the City with a release in a form to be approved by the City Attorney.

NOW, THEREFORE, the Council directs:

a. The Mayor and the Auditor are hereby authorized to draw and deliver a check in the amount of \$225,000 made payable to Kafoury & McDougal Trust Account.

b. The Mayor and the Auditor are hereby authorized to draw and deliver a payroll check for wages from the Portland Police Bureau in the gross amount of \$25,000, less deductions withheld, made payable to Paula O'Neal.

c. The Mayor and the Auditor are hereby authorized to deliver 80 hours of vacation accruals to Paula O'Neal's employee leave balances.

d. Risk Management Services will execute a payment authorization in the amount set forth in sub-paragraph (a) above.

e. Payroll will execute a payment authorization in the amount set forth in sub-paragraph (b) above.

f. Human Resources will execute a leave balance adjustment in the amount set forth in sub-paragraph (c) above.

**Introduced by**

[Mayor Ted Wheeler](#)

**Bureau**

[Management and Finance](#)

[Revenue and Financial Services](#)

[Risk Management](#)

**Prepared by**

Rosalia Radich

**Date Prepared**

June 3, 2021

**Requested Council Date**

June 23, 2021 12:00 pm

**Requested Agenda Type**

Regular

**Time Requested**

15 Minutes

Section 2. The Council declares that an emergency exists in order to avoid undue and costly delay in settling this employment lawsuit; therefore, this Ordinance shall be in full force and effect from and after its passage by the Council.

## Impact Statement

 [\\_pl\\_impact-statementph.pdf](#) (100.58 Kb)

## General information

 [cityinfo@portlandoregon.gov](mailto:cityinfo@portlandoregon.gov)

 [503-823-4000](tel:503-823-4000)

 [711](#) Oregon Relay Service

## City of Portland, Oregon



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