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C-2

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December 2, 2014

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach,
California

RECOMMENDATION:

Recommendation to authorize City Attorney to pay sum of \$76,000 in full and final resolution of the lawsuit entitled *Diana Adamson v. City of Long Beach*

DISCUSSION

Plaintiff, Diana Adamson, was employed as a civilian clerk typist with the Police Department for twenty-five (25) years. On April 17, 2012, shortly after she returned from a long, authorized leave, during which time her husband passed away, the Police Department terminated Adamson's employment. The police terminated Adamson for unprofessional conduct and insubordination after an interaction with her supervisor occurring on April 10, 2012. Before the termination, the Police Department did not document any work related performance issues.

Adamson claims that her termination was actually motivated by the fact that she was taking multiple workers' compensation and Family Medical Leave Act (FMLA) leaves. Under California Law, it is unlawful to terminate an employee for taking leaves for work related injuries or under the FMLA.

This matter was discussed at the Economic Development and Finance Committee on November 7, 2014 and approved. Based thereon, we respectfully recommend that you approve the settlement.

SUGGESTED ACTION:

Approve recommendation.

Very truly yours,

CHARLES PARKIN, City Attorney

By


MICHELE L. LEVINSON, Deputy