



County of Los Angeles

April 23, 2024

Dawyn R. Harrison
County Counsel

Board of Supervisors

Hilda L. Solis
Supervisor, First District

Holly Mitchell
Supervisor, Second District

Lindsey P. Horvath
Supervisor, Third District

Janice Hahn
Supervisor, Fourth District

Kathryn Barger
Supervisor, Fifth District



The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

**SETTLEMENT OF LITIGATION ARISING OUT OF AN
EMPLOYMENT MATTER
(ALL SUPERVISORIAL DISTRICTS)
(3 VOTES)**

SUBJECT

Recommendation to settle a lawsuit filed against the Los Angeles County Development Authority ("LACDA") filed by a former LACDA employee.

RECOMMENDATION TO YOUR BOARD

1. Approve settlement in the amount of \$69,000 in Nathan Gray v. Los Angeles County Development Authority. Los Angeles Superior Court Case No. 23AHCV00225
2. Instruct LACDA to draw a warrant to implement this settlement from LACDA's budget.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

This is an employment-related lawsuit filed by a former LACDA employee alleging a hostile work environment and retaliation in violation of the Fair Employment and Housing Act.

A proposed settlement has been reached. Your Board's authorization is now required to complete the proposed settlement, which would result in payment of \$69,000 to the plaintiff. This proposed settlement is recommended due to the risks and uncertainties of litigation, and resolution at this time would avoid further litigation costs.

FISCAL IMPACT/FINANCING

To date, LACDA has incurred approximately \$30,595 in attorneys' fees and \$280 in costs.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The parties engaged in settlement negotiations and reached the proposed settlement. We recommend settling this case for \$69,000. Settlement is subject to your Board's approval.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

None.

CONCLUSION

County Counsel recommends your Board approve settlement of this matter and instruct LACDA to draw a warrant to implement the settlement from LACDA's budget.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Dawyn R. Harrison', with a long horizontal flourish extending to the right.

DAWYN R. HARRISON
County Counsel

DRH:EM:PB:mse

c: Fesia A. Davenport
Chief Executive Officer

Jeff Levinson
Interim Executive Officer
Board of Supervisors

Emilio Salas, Executive Director
Los Angeles County Development Authority