

JUL 17 2007

BUDGET & FINANCE

MOTION

The Los Angeles Fire Department, which has long been plagued with allegations of discrimination, recently lost another verdict costing the City and its taxpayers \$6.2 million. In addition to the multi-million dollar award, the jury also levied \$2,500 in punitive damages against the City. This amount was made specifically against the plaintiff's supervisor in the Fire Department.

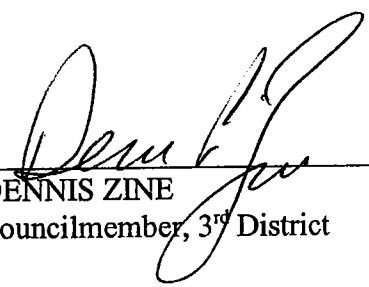
Although certain steps have been taken to address discrimination in the Fire Department, the City must remain proactive to restore an appropriate work environment in fire stations. Enforcing standards of accountability for supervisors is one way to achieve these goals. As several of these law suits have indicated, supervisors have not always acted in a manner that would help resolve these situations.

A proactive approach to upholding accountability standards would be to extend the liability of punitive damages onto the employee whose actions gave rise to the litigation. Such a policy would help restore accountability and reduce the City's overall financial liability, especially in those departments which are often at risk.


I THEREFORE MOVE that Council request the City Attorney to report on any legal prohibition against the City establishing a policy to hold a City employee responsible for the financial liability of punitive damages awarded against the City for actions by that employee.

IFURTHER MOVE that the City Administrative Officer report on this proposed policy from an employee-relations perspective.

PRESENTED BY


DENNIS ZINE
Councilmember, 3rd District

SECONDED BY



WB

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