



## MEMORANDUM TO VENICE CITY COUNCIL

**THROUGH CHARTER OFFICER:** Edward Lavalley, City Manager

**E-SIGN:**

**FROM:** Alan Bullock, HR Director

**DEPARTMENT:** Human Resources

**DATE:** July 24, 2025

**MEETING DATE:** August 26, 2025

**SUBJECT / TOPIC:** Proposed Workers' Compensation Claim Settlement for ex-Employee Ottone Guraly

**BACKGROUND INFORMATION:** Otton 'Nikki' Guraly was employed by the City of Venice from April 13, 2020 to October 3, 2024 as a Firefighter/Paramedic. In December of 2023, she filed a Workers' Compensation claim after suffering an injury at work. Even though Ms. Guraly no longer works for the city, the city's obligation regarding her Workers' Compensation claim continues. Following successful completion of negotiations, we are requesting Council approval of a settlement (Council approval is necessary since the city is self-insured for Workers' Compensation). It is our assessment that it is more cost-effective for the city to settle the claim now rather than keep it open ad infinitum. Without this settlement, this case could develop into one with significant risk exposure. The proposed settlement amount is \$17,500 to the claimant in exchange for a release of all Workers' Compensation claims and \$100 to the claimant in exchange for a General Release of any and all other claims. A written evaluation and recommendation from the assigned defense counsel and settlement agreement are attached for your review.

**SUPPORTS STRATEGIC PLAN:** Goal Three: Ensure a Fiscally Sound City

**COUNCIL ACTION REQUESTED:** For Council Adoption by Consent Motion

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Yes    N/A

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|-------------------------------------|--------------------------|--|
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Document(s) Reviewed for ADA compliance (required if for agenda posting) |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | City Attorney Reviewed/Approval  |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Risk Management Review   |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Finance Department Review/Approval                                       |
|                                     |                          | Funds Availability (account number): 502-0421-595.23-03                  |