



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: James Clinch, City Manager **E-SIGN:**

FROM: Alan Bullock, Director of Human Resources

DEPARTMENT: Human Resources

DATE: February 9, 2026

MEETING DATE: February 24, 2026

SUBJECT / TOPIC: Proposed Workers' Compensation Claim Settlement for ex-Employee Jasmine Diaz

BACKGROUND INFORMATION:

Jasmine Diaz was employed by the City of Venice from November 17, 2021 to May 11, 2025 as a Firefighter/Paramedic. In August of 2023, she filed a Workers' Compensation claim. Even though Ms. Diaz 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-indefinitum. Without this settlement, this case could develop into one with significant risk exposure. The proposed settlement amount is \$10,000 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

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

CC: