



MEMORANDUM

City of Venice

Human Resources Department

TO: City Council

THROUGH: Edward F. Lavalley, City Manager

FROM: Alan Bullock, HR Director

DATE: November 11, 2020

COUNCIL APPROVAL: Yes

MEETING DATE: November 17, 2020

STRATEGIC PLAN GOAL: Ensure a Financially Sound City

SUBJECT: Proposed Workers' Compensation Claim Settlement for ex-Employee John Majka

Background: John Majka was employed by the City of Venice from June, 2015 to July, 2020 as a Police Officer. In February of 2020, he filed Workers' Compensation claims alleging work-related medical conditions. Even though Mr. Majka no longer works for the city, the city's obligation regarding his 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 \$25,000 to the claimant in exchange for a release of all claims. Our standard request in proposed settlements of this nature is for a written evaluation and recommendation from both the assigned defense counsel and the assigned adjuster. Both are attached for your review.

Requested Action: Approve proposed settlement.

If for an agenda item, this document and any associated backup created by City of Venice staff has been reviewed for ADA compliance: Yes

City Attorney Review/Approved: Yes

Risk Management Review: Yes

Finance Department Review/Approved: Yes

Funds Availability (account number): 502-0421-595.23-03

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