



MEMORANDUM

City of Venice

Human Resources Department

TO: City Council

FROM: Alan Bullock, Director of Human Resources

DATE: November 5, 2018

COUNCIL APPROVAL: Yes

MEETING DATE: November 13, 2018

STRATEGIC PLAN GOAL: Ensure a Financially Sound City

SUBJECT: Proposed Workers' Compensation Claim Settlement for ex-Employee James Williamson

Background: James Williamson was employed by the City of Venice from February, 1987 to August, 2016. At the time of his separation, he was a Heavy Equipment Operator in the Public Works department. In December of 2015, he suffered a serious work-related injury that required ongoing medical treatment and considerable absence from work.

Even though Mr. Williamson no longer works for the city, the city's obligation regarding his Workers' Compensation claim continues. Both Mr. Williamson and the city are represented by legal counsel in this matter. 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.

Requested Action: The proposed settlement amount is \$24,500 to the claimant in exchange for a release of WC claims, attorney's fees and costs. 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. We hereby request City Council approval.

City Attorney Review/Approved: Yes

Risk Management Review: Yes

Finance Department Review/Approved: Yes

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

ORIGINAL(S) ATTACHED: Recommendations from assigned adjuster and attorney, settlement agreement

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