Table 1: Prohibited Personnel Practice Lawsuits, 2007 – 2016, Filed by City Employees Against the City of San Francisco

		Total Cases Settled 2007–2016												
Code	Type of Case		City Attny Settlement Amont		Additional Board of pes Award		City Attny Time & Expenses		Total Cost	Total Cases Settled	% of Cases Settled	% of Total Costs to Settle	Pending # of Cases	Total Cases
6035	Racial Discrimination (Emp agst. City)	\$	3,673,856	\$	260,000	\$	4,642,326	\$	8,576,181	40	15.4%	20.6%	11	51
6080	Disability Discrimination (Emp v City)	\$	2,863,943	\$		\$	3,188,660	\$	6,563,637	46	17.8%	15.8%	3	49
6010	Wrongful Termination (Emp agst. City)	\$	2,517,071	\$	438,413	\$	3,406,615	\$	6,362,099	41	15.8%	15.3%	9	50
6099	Other-Actions by Employees against City	\$	2,128,959	\$	31,410	\$	4,172,177	\$	6,332,546	45	17.4%	15.2%	18	63
6030	Sexual Discrimination (Emp against City)	\$	1,575,000	\$	40,000	\$	1,934,652	\$	3,549,652	7	2.7%	8.5%		7
6020	Compensation (Employee against City)	\$	1,065,063	\$	1,042,383	\$	909,223	\$	3,016,669	14	5.4%	7.2%	2	16
6070	General Harassment (Emp against City)	\$	1,113,452	\$	182,500	\$	1,143,632	\$	2,439,584	12	4.6%	5.9%	5	17
6050	Sexual Harassment (Emp against City)	\$	783,838			\$	734,348	\$	1,518,185	9	3.5%	3.6%	3	12
6040	Sexual Orientation Discrim (Emp vs City)	\$	120,000			\$	476,866	\$	596,866	3	1.2%	1.4%		3
6075	Age Discrimination (Emp against City)	\$	189,690			\$	364,998	\$	554,688	7	2.7%	1.3%	6	13
6055	Racial Harassment (Emp against City)	\$	210,000			\$	314,524	\$	524,524	2	0.8%	1.3%		2
4103	Labor Related Issue	\$	188,166			\$	317,654	\$	505,819	10	3.9%	1.2%	1	11
4101	Grievance Arbitration	\$	206,697			\$	95,218	\$	301,915	5	1.9%	0.7%		5
4020	Sexual Harassment (Employee Conduct)					\$	99,976	\$	99,976	1	0.4%	0.2%		1
4810	Retirement					\$	79,322	\$	79,322	1	0.4%	0.2%	1	2
4102	PERB Matters (Labor Ajudication)	\$	10,000			\$	48,949	\$	58,949	6	2.3%	0.1%		6
6005	First Amendment Violation (Emp vs City)					\$	55,685	\$	55,685	1	0.4%	0.1%		1
4599	Other Malpractice					\$	47,493	\$	47,493	1	0.4%	0.1%		1
4025	Racial Harassment (Employee Conduct)					\$	33,082	\$	33,082	1	0.4%	0.1%		1
6015	Assault by another employee					\$	17,316	\$	17,316	1	0.4%	0.0%		1
2099	Other (Police)					\$	11,532	\$	11,532	1	0.4%	0.0%		1
4099	Other (Employee Conduct)					\$	7,278	\$	7,278	2	0.8%	0.0%	1	3
41	Labor Relations	\$	4,578			\$	487	\$	5,065	1	0.4%	0.0%		1
9051	Lit-Breach of Contract					\$	823	\$	823	1	0.4%	0.0%		1
9925	Defamation										0.0%	0.0%	1	1
4104	Prevailing Wage Enforcement										0.0%	0.0%	1	1
4030	Sexual Orient. Harass. (Emp. Conduct)										0.0%	0.0%	1	1
	Unknown (From City Attorney Office)	\$	175,000			\$	201,725	\$	376,725	1	0.4%	0.9%		1
	Total	\$	16,825,311	\$	2,505,741	\$	22,304,560	\$	41,635,612	259	100.0%	100.0%	63	322

Table 4: Prohibited Personnel Practice Lawsuits, 2007 – 2016, Filed by City Employees Against the City of San Francisco

Total Cases Settled 2007-2016 % of Total City Attny Additional City Attny Total % of Pending Total Total Settlement Board of Time & Cases Cases Costs to # of Amont Supes Award Expenses Cost Settled Settled Settle Cases Cases Code Type of Case Age Discrimination (Emp against City) 1 6075 \$ 189.690 364,998 \$ 554,688 2.7% 1.3% 13 6015 Assault by another employee 17,316 17,316 0.4% 0.0% \$ 1,065,063 6020 Compensation (Employee against City) \$ \$ 1,042,383 909,223 \$ 3,016,669 14 5.4% 7.2% 16 4 9925 Defamation 0.0% 0.0% Disability Discrimination (Emp v City) 3.188.660 17.8% 5 6080 \$ 2.863.943 511.035 69 6.563.637 46 15.8% 49 0.4% 0.1% 6 6005 First Amendment Violation (Emp vs City) 55,685 -\$ 55,685 6070 General Harassment (Emp against City) 1,113,452 182,500 1,143,632 2,439,584 12 4.6% 5.9% 17 8 4 1 0 1 Grievance Arbitration 206.697 95,218 301,915 1.9% 0.7% ¢ 9 4103 Labor Related Issue 11 10 317,654 3.9% 1.2% 188,166 505,819 Labor Relations 487 5,065 0.4% 0.0% 41 4,578 9051 Lit-Breach of Contract 823 823 7,278 0.4% 0.0% Other (Employee Conduct) 12 4099 7,278 0.8% 0.0% 13 2099 Other (Police) 11,532 11,532 0.4% 0.0% 14 4599 Other Malpractice 47,493 47,493 0.4% 0.1% 2,128,959 63 15 6099 Other-Actions by Employees against City \$ 31 410 1 172 177 6 332 546 45 17.4% 15.2% PERB Matters (Labor Ajudication) 16 4102 \$ 10,000 48,949 \$ 58,949 6 2.3% 0.19 6 4104 Prevailing Wage Enforcemen 17 0.0% 18 6035 Racial Discrimination (Emp agst. City) 3,673,856 260,000 4,642,326 8,576,181 40 15.4% 20.6% 51 \$ 11 Racial Harassment (Emp against City) Racial Harassment (Employee Conduct) 19 6055 210.000 314,524 524,524 0.8% 1.39 \$ 0.1% 20 4025 33.082 0.4% 33.082 4810 Retirement 21 79,322 79,322 0.4% 0.2% Sexual Discrimination (Emp against City) 1,934,65 3.549,6 22 6030 1,575,000 40,000 8.5 2.7% 23 6050 Sexual Harassment (Emp against City) \$ 783.838 734.348 1.518.185 3.5% 3.6% 12 24 4020 Sexual Harassment (Employee Conduct) 99,976 0.4% 0.2% 99,976 25 4030 Sexual Orient. Harass. (Emp. Conduct) 0.0% 0.0% 26 6040 Sexual Orientation Discrim (Emp vs City) 120,000 476,866 596,866 1.2% 1.4% \$ Wrongful Termination (Emp agst. City) 50 27 6010 2.517.071 438,413 3.406.61 6.362.099 41 15.8% 15.39 Unknown (From City Attorney Office) 175,000 0.9% 201,725 \$ 376.725 0.4% 100.0%

\$ 16,825,311 \$ 2,505,741 \$ \$ 22,304,560 41,635,612 259 Total

100.0%

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