

City of San Francisco Prohibited Personnel Practice Lawsuit Cases Keep Growing

Prohibited Personnel Practice Lawsuits 1/1/2007 – 3/8/2017 — Sort by Descending “Total Cost”

Total Cases Settled January 1, 2007 – March 8, 2017

Code	Type of Case	City Atty Settlement Amount	Additional BoS Award	City Atty Time & Expenses	Total Cost	Total Cases Settled	% of Cases Settled	% of Total Costs to Settle	# of Pending Cases	Total Cases
1	6010 Wrongful Termination	\$ 4,402,368	\$ 2,938,413	\$ 6,980,723	\$ 14,321,505	46	16.1%	24.6%	11	57
2	6035 Racial Discrimination	\$ 4,363,724	\$ 260,000	\$ 7,280,923	\$ 11,904,646	46	16.1%	20.5%	10	56
3	6080 Disability Discrimination	\$ 2,863,943	\$ 511,035	\$ 3,188,660	\$ 6,563,637	46	16.1%	11.3%	6	52
4	6099 Other Actions	\$ 2,128,959	\$ 31,410	\$ 4,304,281	\$ 6,464,650	49	17.1%	11.1%	23	72
5	6030 Sexual Discrimination (Emp against City)	\$ 1,575,000	\$ 40,000	\$ 1,934,652	\$ 3,549,652	7	2.4%	6.1%	1	8
6	6020 Compensation	\$ 1,241,338	\$ 1,042,383	\$ 999,955	\$ 3,283,676	15	5.2%	5.6%	1	16
7	6050 Sexual Harassment	\$ 833,837		\$ 2,437,347	\$ 3,271,184	11	3.8%	5.6%	3	14
8	6070 General Harassment	\$ 1,143,452	\$ 182,500	\$ 1,197,654	\$ 2,523,606	13	4.5%	4.3%	6	19
9	4103 Labor Related Issue	\$ 711,916		\$ 653,618	\$ 1,365,534	11	3.8%	2.3%	1	12
10	SF Housing Authority Settlements		\$ 1,300,000		\$ 1,300,000	2	0.7%	2.2%		2
11	6040 Sexual Discrimination	\$ 120,000		\$ 476,866	\$ 596,866	2	0.7%	1.0%		2
12	4099 Other (Employee Conduct)	\$ 194,000		\$ 380,143	\$ 574,143	3	1.0%	1.0%		3
13	6075 Age Discrimination	\$ 189,690		\$ 364,998	\$ 554,688	7	2.4%	1.0%	6	13
14	6055 Racial Harassment (Emp against City)	\$ 210,000		\$ 314,524	\$ 524,524	2	0.7%	0.9%		2
15	Unknown Type of Case (From CAO)	\$ 175,000		\$ 201,725	\$ 376,725	1	0.3%	0.6%		1
16	4101 Grievance Arbitration	\$ 206,697		\$ 95,218	\$ 301,915	5	1.7%	0.5%		5
17	4810 Retirement			\$ 190,638	\$ 190,638	2	0.7%	0.3%		2
18	4030 Sexual Orient. Harass. (Emp. Conduct)			\$ 108,856	\$ 108,856	1	0.3%	0.2%		1
19	4020 Sexual Harassment (Employee Conduct)			\$ 99,976	\$ 99,976	1	0.3%	0.2%		1
20	9925 Defamation	\$ 15,000		\$ 82,216	\$ 97,216	1	0.3%	0.2%		1
21	4102 PERB Matters	\$ 10,000		\$ 48,949	\$ 58,949	6	2.1%	0.1%		6
22	6005 First Amendment Violation (Emp vs City)			\$ 55,685	\$ 55,685	1	0.3%	0.1%		1
23	4599 Other Malpractice			\$ 47,493	\$ 47,493	1	0.3%	0.1%		1
24	4025 Racial Harassment (Employee Conduct)			\$ 33,082	\$ 33,082	1	0.3%	0.1%		1
25	6015 Assault by another employee			\$ 17,316	\$ 17,316	1	0.3%	0.0%		1
26	2099 Other (Police)			\$ 11,532	\$ 11,532	1	0.3%	0.0%	1	2
27	41 Labor Relations	\$ 4,578		\$ 487	\$ 5,065	1	0.3%	0.0%		1
28	9051 Lit-Breach of Contract			\$ 2,268	\$ 2,268	2	0.7%	0.0%		2
29	9056 Lit-Other					0	0.0%	0.0%	1	1
30	4104 Prevailing Wage Enforcement					0	0.0%	0.0%	1	1
31	6040 Sexual Orientation Discrim (Emp vs City)					1	0.3%	0.0%		1
		\$ 20,389,500	\$ 6,305,741	\$ 31,509,785	\$ 58,205,026	286	100.0%	100.0%	71	357

Note: Joanne Hoepfer’s settlement reached on March 17, 2017 is included as an estimate in the “Wrongful Termination” lawsuit category. She was awarded \$2 million in a Jury Trial award, City Attorney costs fighting her lawsuit are estimated to be \$3 million, and it is thought Hoepfer’s lawyers will receive another \$2.5 million in legal costs, probably attributable as an additional Board of Supervisor award.

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