

STAFF REPORT REGULAR MEETING

AGENDA DATE: October 7, 2025

DEPARTMENT: Human Resources

TITLE:

Settlement of personal discrimination lawsuit *Kay Ralston v. City of Lake Worth Beach*

SUMMARY:

The proposed settlement for \$75,000 seeks to resolve the employment discrimination lawsuit of *Kay Ralston v. City of Lake Worth Beach* (U.S. Equal Employment Opportunity Commission, Miami District Office)

BACKGROUND AND JUSTIFICATION:

Kay Ralston is a former employee who worked at the City of Lake Worth Beach as a Librarian I beginning January 1, 2017. On December 6, 2023, the City began a window replacement project at the Library. Ms. Ralston claimed that she was exposed to asbestos dust during the renovation and subsequent clean-up. Due to a personal history of cancer she did not feel safe working for the library. Despite multiple attempts by the City to thoroughly clean the library, mitigate all construction dust concerns, and test to ensure that unsafe levels of asbestos were not present in the library, Ms. Ralston continued to ascertain that she felt unsafe working in the building and refused to report to work. Ms. Ralston was eventually terminated on May 31, 2024 after multiple attempts by the City to appease her fears and convince her to return to work. She then submitted her charge of discrimination with the EEOC on January 31, 2025.

Based on the potential cost and expense of going to a jury trial, the parties tentatively agreed to a settlement amount of \$75,000 contingent upon City Commission approval. The Plaintiff will provide a release in favor of the City in exchange for the settlement amount.

MOTION:

Move to approve/disapprove the settlement of personal discrimination lawsuit *Kay Ralston v. City of Lake Worth Beach* (U.S. Equal Employment Opportunity Commission, Miami District Office).

ATTACHMENT(S):

Fiscal Impact Analysis

FISCAL IMPACT ANALYSIS

Five Year Summary of Fiscal Impact:

Fiscal Years	2025	2026	2027	2028	2029
Inflows/Revenues					
Appropriated (Budgeted)	0	0	0	0	0
Program Income	0	0	0	0	0
Grants	0	0	0	0	0
In Kind	0	0	0	0	0
Outflows/Expenditures					
Appropriated (Budgeted)	0	\$75,000	0	0	0
Operating	0	0	0	0	0
Capital	0	0	0	0	0
Net Fiscal Impact (If not budgeted)	0	0	0	0	0
No. of Addn'l Full-Time Employee Positions	0	0	0	0	0

Contract Award - Existing Appropriation (Budgeted)	
	Expenditure
Department	Self-Insurance/non-departmental
Division	Non-Departmental
GL Description	Settlements / Lawsuits
GL Account Number	520-1331-513-98-10
Project Number	N/A
Requested Funds	\$75,000
Remaining Balance	N/A
Source of Revenue (i.e. Paygo. Current Revenue, Bond Money, Grants, etc.)	Current Revenues