



Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: SUSANA ALCALA-
WOOD, City Attorney

**SUBJECT: SETTLEMENT OF LOESSBERG
v. CITY OF SAN JOSE**

DATE: April 21, 2026

RECOMMENDATION

Approve a settlement in the case of *Loessberg v. City of San Jose* in the amount of \$198,890.00 and authorize the City Attorney to execute a Settlement Agreement.

OUTCOME

Settle the lawsuit brought by Plaintiff Casilia Loessberg with a payment by the City of \$198,890.00, each side to bear their own costs, including attorneys' fees.

BACKGROUND

Plaintiff is a former San Jose firefighter who took a disability retirement from the City in 2023. Plaintiff sued the City under the California Fair Employment and Housing Act, alleging that between 2016 and 2021 she was subjected to discrimination, harassment, and retaliation by male Fire Department co-workers based on allegations of inappropriate and unwanted behavior and comments.

ANALYSIS

Under the proposed settlement, Plaintiff will release all claims in exchange for payment from the City in the amount of \$198,890.00. This is a negotiated settlement between the parties to avoid the risks inherent in litigation.

PUBLIC OUTREACH/INTEREST

This memorandum and the Settlement Agreement have been posted on the City's website for the April 28, 2026, agenda.

COST SUMMARY/IMPLICATIONS

The settlement will be paid from the City's claims reserve fund.

CEQA

Not a Project. File No. PP17-003 Agreements/Contracts (New or Amended) resulting in no physical changes to the environment.

SUSANA ALCALA-WOOD
City Attorney

By _____ /s/_____
KENDRA E. MCGEE
Senior Deputy City Attorney

cc: Jennifer Maguire, City Manager

For questions, please contact SUSANA ALCALA-WOOD, City Attorney, at (408) 535-1900.