



City of Boynton Beach Agenda Item Request Form

Meeting Date: 10/ 1/2024

Proposed Resolution No. R24-216- Approving the conditional settlement and release in the amount of \$100,000 for the resolution of Kathryn Matos v. City of Boynton Beach, EEOC Charge No. 510-2024 and related claims. (Tabled from September 23rd, 2024)

Requested Action: Staff recommends approval of proposed Resolution No. R24-216.

Explanation of Request: Kathryn Matos has served as the City's Assistant City Manager since 2019. Ms. Matos filed an EEOC charge against the City of Boynton Beach, alleging violations of the Americans with Disabilities Act and the Florida Civil Rights Act, and related damages. Ms. Matos' charge is based on the alleged unauthorized disclosure of Ms. Matos' private health information to the Mayor and the media by the City's former Director of Human Resources.

The Settlement Agreement provides for payment of \$100,000 for the settlement and release of Ms. Matos' EEOC claim against the City, including all attorney's fees and costs. Concurrently with the Settlement Agreement, Ms. Matos will also execute a Separation Agreement, resigning her employment with the City and releasing the City from any and all claims related to her employment. Ms. Matos will receive payment of her severance and any accrued time off (vacation and sick leave) per City policies. Ms. Matos reserves the right to pursue legal action against the Former Human Resources Director in her personal capacity.

The City Code provides that the settlement of all claims over \$50,000 requires approval from the City Commission.

How will this affect city programs or services? The City does not admit liability in this matter by approving the settlement. If the Commission chooses not to approve the settlement, the litigation between the parties will continue resulting in further fees and costs to the City.

Fiscal Impact: Approval will result in payment of a \$100,000 settlement plus Ms. Matos' severance and accruals. Upon approval, Ms. Matos' position will be eliminated, resulting in savings to the City and the reduction of 1 FTE.

Attachments:

[Agenda_Item_2184-2023_Matos_Settlement \(1\).docx](#)
[Exhibit A to Resolution.pdf](#)
[Exhibit B to Resolution.pdf](#)
[EEOC_Charge_06.19.24_Redacted.pdf](#)

