



Metropolitan Nashville and Davidson County, TN

Legislation Text

File #: RS2024-492, **Version:** 1

A resolution authorizing the Metropolitan Department of Law to compromise and settle Daniel Singh's claims against the Metropolitan Government of Nashville and Davidson County in the amount of \$200,000, to be paid from the \$3 million allocated by the Director of Finance on March 21, 2024 to the Department of Law to avoid an operating deficit and minimize further cost accumulation for fees and expenses in connection with litigation and investigations.

WHEREAS, Daniel Singh, Director of the Metropolitan Arts Commission, has threatened to sue the Arts Commission and the Metropolitan Government over his possible termination and has filed THRA Charge # 1-107-24/EEOC # 25A-2024-00207 arising out of Mr. Singh's employment as Director;

WHEREAS, after investigation, the Metropolitan Department of Law believes that the settlement listed in Section 1 is fair and reasonable and in the best interest of the Metropolitan Government, and recommends that the claim of Daniel Singh be compromised and settled for \$200,000 to be paid from the \$3 million allocated by the Director of Finance on March 21, 2024 to the Department of Law to avoid an operating deficit and minimize further cost accumulation for fees and expenses in connection with litigation and investigations.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1: The Metropolitan Department of Law is authorized to compromise and settle the claim of Daniel Singh for the sum of \$200,000, to be paid from the \$3 million allocated by the Director of Finance on March 21, 2024 to the Department of Law to avoid an operating deficit and minimize further cost accumulation for fees and expenses in connection with litigation and investigations.

Section 2: This resolution shall take effect from and after its adoption, the welfare of the Metropolitan Government of Nashville and Davidson County requiring it.

Analysis

This resolution approves a settlement of Daniel Singh's claims against the Metropolitan Government in the amount of \$200,000.

Daniel Singh is the Executive Director of the Metro Arts Commission and was appointed to that position in August 2022. Director Singh has threatened discrimination, Family Medical Leave Act (FMLA), and retaliation claims against the Metropolitan Government and has further threatened to sue the Arts Commission and the Metropolitan Government over his possible termination. Mr. Singh has filed a Tennessee Human Relations Act and an Equal Employment Opportunity Commission charge alleging racial discrimination by the Arts Commission.

If Mr. Singh were successful in his claims, he could be entitled to back pay, front pay, compensatory damages for mental anguish, and attorneys' fees.

The Metropolitan Department of Law recommends the settlement of Mr. Singh's claims for \$200,000. This

settlement would include a dismissal with prejudice of all of Mr. Singh's claims against the Metropolitan Government and an agreement that Mr. Singh will not apply for future employment with the Metropolitan Government.

Fiscal Note: Metro would pay a settlement in the amount of \$200,000 to Daniel Singh, Director of the Metropolitan Arts Commission, to be paid from the \$3 million allocated by the Director of Finance to the Department of Law on March 21, 2024.