



Kenneth W. Jenkins
County Executive

Office of the County Attorney

John M. Nonna
County Attorney

February 2, 2026

Westchester County Board of Legislators
County of Westchester
800 Michaelian Office Building
148 Martine Avenue
White Plains, New York 10601

Re: Request for authorization to settle the lawsuit of *Pompey v. Westchester County, New York, et al.*, pending in the United States District Court for the Southern District of New York, Case No. 23-cv-9337

Dear Honorable Members of the Board:

Attached for your consideration is an Act which, if enacted by your Board, would authorize the settlement of the litigation between Chevor Pompey (“Plaintiff”) and the County, as set forth below.

Plaintiff, a former employee of the County, commenced this action against the County and individual defendants, alleging discrimination and retaliation relating to a failure to promote him during his tenure with the County. Following discovery, the District Court granted partial summary judgment to the Defendants, dismissing several of Plaintiff’s claims and theories. The District Court found that Plaintiff had no direct evidence of discrimination by any individual defendant. Instead, the District Court limited Plaintiff’s discrimination claim to a “cat’s paw” theory of discrimination based on Plaintiff’s allegations that a non-defendant supervisor discriminated against him, and that supervisor’s discriminatory animus caused him to not be promoted. With respect to Plaintiff’s retaliation claim, the District Court limited the claim to a question of whether a supervisor’s postponing of a meeting regarding a promotional track, in response to an email threatening litigation, was sufficiently chilling, when the department head, the same day, offered to meet with Plaintiff regarding the issues presented. Trial on these remaining issues is scheduled to begin April 13, 2026.

On January 22, 2026, the parties appeared for a settlement conference before U.S. Magistrate Judge Judith McCarthy. The parties negotiated in good faith, and were able to reach the proposed settlement being presented here. The settlement dismisses all claims against the individual defendants, and admits that there is no claim that they directly discriminated against him. With respect to the

County, there is no admission of liability. The County will pay \$200,000 in full settlement of this action, including all costs, expenses, and attorneys' fees.

In reaching this settlement, this Office has considered several factors. First, the County has been ably represented in this matter by Lalit Loomba at the Quinn Law Firm; to go forward to trial, the County will incur a significant amount of additional attorneys' fees, as well as expert witness expenses relating to Plaintiff's damages. Second, while the County believes that Plaintiff's claims have no merit, we acknowledge that there are always risks going forward to trial. Further, given the nature of Plaintiff's claims, were he to prevail at trial, he would be entitled to an award of attorneys' fees and costs, even if a judgment was relatively modest. As such, while the chance of exposure may be small, the size of the potential monetary exposure could be high.

I believe the proposed settlement is fair, reasonable, and in the best interest of the County, and I therefore recommend adoption of the enclosed Act.

Very truly yours,



Stacey Dolgin-Kmetz
Chief Deputy County Attorney

SDK/jra

FISCAL IMPACT STATEMENT

SUBJECT: Lawsuit Settlement: Pompey, Chevor NO FISCAL IMPACT PROJECTED

OPERATING BUDGET IMPACT

To Be Completed by Submitting Department and Reviewed by Budget

SECTION A - FUND

GENERAL FUND

AIRPORT FUND

SPECIAL DISTRICTS FUND

SECTION B - EXPENSES AND REVENUES

Total Current Year Expense \$ 200,000

Total Current Year Revenue \$ -

Source of Funds (check one): Current Appropriations Transfer of Existing Appropriations

Additional Appropriations Other (explain)

Identify Accounts: 6N Fund: 615 59 0701 4510 4280 04

Potential Related Operating Budget Expenses: Annual Amount _____

Describe: Lawsuit Settlement: Pompey, Chevor

Potential Related Operating Budget Revenues: Annual Amount _____

Describe: _____

Anticipated Savings to County and/or Impact on Department Operations:

Current Year: _____

Next Four Years: _____

Prepared by: Christina Rampata

Title: Deputy Budget Director

Department: Budget

Date: February 2, 2026

Reviewed By: 

Budget Director

Date: 2/2/26

BOARD OF LEGISLATORS
COUNTY OF WESTCHESTER

Your Committee is in receipt of a proposed Act which, if enacted by your Board, would authorize the settlement of the litigation between Chevor Pompey (“Plaintiff”) and the County, as set forth below.

Your Committee is informed that Plaintiff, a former employee of the County, commenced this action against the County and individual defendants, alleging discrimination and retaliation relating to a failure to promote him during his tenure with the County. Following discovery, the District Court granted partial summary judgment to the Defendants, dismissing several of Plaintiff’s claims and theories. The District Court found that Plaintiff had no direct evidence of discrimination by any individual defendant. Instead, the District Court limited Plaintiff’s discrimination claim to a “cat’s paw” theory of discrimination based on Plaintiff’s allegations that a non-defendant supervisor discriminated against him, and that supervisor’s discriminatory animus caused him to not be promoted. With respect to Plaintiff’s retaliation claim, the District Court limited the claim to a question of whether a supervisor’s cancelling of a meeting regarding a promotional track, in response to an email threatening litigation, was sufficiently chilling, when the department head, the same day, offered to meet with Plaintiff regarding the issues presented. Trial on these remaining issues is scheduled to begin April 13, 2026.

Your Committee is further informed that On January 22, 2026, the parties appeared for a settlement conference before U.S. Magistrate Judge Judith McCarthy. The parties negotiated in good faith, and were able to reach the proposed settlement being presented here. The settlement dismisses all claims against the individual defendants, and admits that there is no claim that they directly

discriminated against him. With respect to the County, there is no admission of liability. The County will pay \$200,000 in full settlement of this action, including all costs, expenses, and attorneys' fees.

Your Committee is advised that the County has been ably represented in this matter by Lalit Loomba at the Quinn Law Firm; to go forward to trial, the County will incur a significant amount of additional attorneys' fees, as well as expert witness expenses relating to Plaintiff's damages. The County Attorney's Office further advises that, while the County believes that Plaintiff's claims have no merit, there are always risks going forward to trial. Further, given the nature of Plaintiff's claims, were he to prevail at trial, he would be entitled to an award of attorneys' fees and costs, even if a judgment was relatively modest. As such, while the chance of exposure may be small, the size of the potential monetary exposure could be high.

The County Attorney's Office has recommended approval of the settlement. Your Committee concurs with this recommendation and recommends that this Honorable Board adopt the proposed Act.

Dated: White Plains, New York

, 2026

COMMITTEE ON

ACT NO.

2026

AN ACT authorizing the County Attorney to settle the lawsuit of *Pompey v. Westchester County, New York, et al.*, pending in the United States District Court for the Southern District of New York, Case No. 23-cv-9337

BE IT ENACTED by the County Board of Legislators of the County of Westchester as follows:

Section 1. The County Attorney is hereby authorized to settle the proceeding entitled *Pompey v. Westchester County, New York, et al.*, pending in the United States District Court for the Southern District of New York, Case No. 23-cv-9337 in the amount of \$200,000, inclusive of all costs and attorneys' fees.

Section 2. The County Attorney or his designee is hereby authorized to execute and deliver all documents and take such actions as the County Attorney deems necessary or desirable to accomplish the purposes hereof.

Section 3. This Act shall take effect immediately.