

1 RESOLUTION NO. 2017-212

First Reading Passage Requested

(D. Matz)

2 SPONSOR Ms. Shapiro

3 DATE June 5, 2017

COMMITTEE Rules

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7 **A Resolution authorizing the County Executive to execute a settlement agreement and**
8 **release of claims, in an amount not to exceed \$40,000.00, to settle all claims arising out of or**
9 **concerning issues raised in a discrimination claim filed by Bridget Hodoh against the**
10 **County with the Ohio Civil Rights Commission and the U.S. Equal Employment**
11 **Opportunity Commission, and adjusting appropriations, for the Executive, and declaring**
12 **an emergency.**

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14 WHEREAS, Bridget Hodoh, a Department of Human Resources employee, filed a
15 discrimination claim against the County with the Ohio Civil Rights Commission and the U.S.
16 Equal Employment Opportunity Commission, (Charge No. AKR B3 (38822) 02172017; 22A-
17 2017-01397C) ("the Charge"), alleging race discrimination, disability discrimination, retaliation;
18 and

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20 WHEREAS, on April 26, 2017, the Ohio Civil Rights Commission conducted a
21 mediation session regarding Ms. Hodoh's Charge, and this mediation session resulted in a
22 Memorandum of Understanding executed by the Ohio Civil Rights Commission, Ms. Hodoh,
23 and the County regarding Ms. Hodoh's claims asserted in the Charge; and

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25 WHEREAS, the Memorandum of Understanding provides for Ms. Hodoh and the County
26 to enter into a settlement agreement and release of claims by Ms. Hodoh;

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28 WHEREAS, pursuant to the settlement agreement and release, Ms. Hodoh will give up,
29 waive and release all claims against the County arising out of or concerning issues raised in the
30 Charge; and

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32 WHEREAS, pursuant to the settlement agreement and release of claims, the County will
33 pay Ms. Hodoh an amount not to exceed \$40,000.00 as follows: (i) a check made payable to Ms.
34 Hodoh in the amount of \$7,170.00, from which applicable payroll deductions will be made; (ii) a
35 check made payable to Ms. Hodoh in the amount of \$ 21,510.00, which is intended to
36 compensate Ms. Hodoh for alleged non-wage damages, and for which a federal tax form 1099
37 will be issued to Ms. Hodoh; and (iii) a check made payable to the Lazzaro Law Firm LLC in the
38 amount of \$ 11,320.00, as and for Ms. Hodoh's attorney's fees in connection with the Charge, for
39 which the Lazzaro Law Firm LLC will be issued a federal tax form 1099; and

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41 WHEREAS, pursuant to the settlement agreement and release of claims, Ms. Hodoh will
42 sign an Ohio Civil Rights Commission Request for Withdrawal of Charge form and submit this
43 form to the Ohio Civil Rights Commission to effectuate the withdrawal of the Charge from the
44 Ohio Civil Rights Commission and the U.S. Equal Employment Opportunity Commission; and

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46 WHEREAS, this Council finds and determines, after reviewing all pertinent
47 information, that it is necessary and in the best interest of the County of Summit to settle the
48 Charge for an amount not to exceed \$40,000.00, and to appropriate funds for that purpose, for
49 the aforementioned reason;

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51 NOW, THEREFORE, BE IT RESOLVED by the Council of the County of Summit, State
52 of Ohio, that:

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4 SECTION 1

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6 The County Executive is hereby authorized to execute a settlement agreement and release
7 of claims, in an amount not to exceed \$40,000.00, to settle all claims arising out of or concerning
8 issues raised in a discrimination claim filed by Bridget Hodoh against the County with the Ohio
9 Civil Rights Commission and the U.S. Equal Opportunity Commission, (Charge No. AKR B3
10 (38822) 02172017; 22A-2017-01397C) ("the Charge"), alleging race discrimination, disability
11 discrimination, retaliation. Pursuant to the settlement agreement and release of claims, the
12 County is hereby authorized to pay Ms. Hodoh an amount not to exceed \$40,000.00 as follows:
13 (i) a check made payable to Ms. Hodoh in the amount of \$7,170.00, from which applicable
14 payroll deductions will be made; (ii) a check made payable to Ms. Hodoh in the amount of \$
15 21,510.00, which is intended to compensate Ms. Hodoh for alleged non-wage damages, and for
16 which a federal tax form 1099 will be issued to Ms. Hodoh; and (iii) a check made payable to the
17 Lazzaro Law Firm LLC in the amount of \$ 11,320.00, as and for Ms. Hodoh's attorney's fees in
18 connection with the Charge, for which the Lazzaro Law Firm LLC will be issued a federal tax
19 form 1099. Pursuant to the settlement agreement and release of claims, Ms. Hodoh will sign an
20 Ohio Civil Rights Commission Request for Withdrawal of Charge form and submit this form to
21 the Ohio Civil Rights Commission to effectuate the withdrawal of the Charge from the Ohio
22 Civil Rights Commission and the U.S. Equal Employment Opportunity Commission. The
23 settlement agreement and release of claims shall include a release and waiver of by Bridget
24 Hodoh of all claims against the County of Summit arising out of or concerning issues raised in
25 the Charge.

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27 SECTION 2

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29 Appropriations are hereby adjusted as follows:

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ACCOUNT NO.	DESCRIPTION	INCREASE	DECREASE
General Fund – Human Resources			
10003-1115-20501	Salaries		\$14,914.67
10003-1115-25501	Benefits		4,455.03
10003-8016-60501	Countywide - Judgements	\$19,369.70	
Total Adjustment - General Fund		\$19,369.70	\$19,369.70
Sanitary Sewer Services			
50001-8510-20501	Salaries		\$505.28
50001-8510-25501	Benefits		151.02
50001-8510-60501	Judgements	\$656.60	
Total Adjustment - Sanitary Sewer Services		\$656.60	\$656.60
Job and Family Services			
20011-7103-20501	Salaries		\$9,858.85
20011-7103-25501	Benefits		2,944.85
20011-7103-55101	Operations	\$12,803.70	
Total Adjustment - Job and Family Services		\$12,803.70	\$12,803.70

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1 RESOLUTION NO. 2017-212

2 PAGE THREE

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4 SECTION 3

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6 The County Fiscal Officer is hereby authorized and directed to effect the within
7 appropriation adjustments.

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9 SECTION 4

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11 This Resolution is hereby declared an emergency in the interest of the health, safety and
12 welfare of the citizens of the County of Summit and for the further reason that it will
13 immediately spare County taxpayers further expense related to Ms. Hodoh's Charge against the
14 County before the Ohio Civil Rights Commission and the U.S. Equal Employment Opportunity
15 Commission.

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17 SECTION 5

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19 Provided this Resolution receives the affirmative vote of eight members, it shall take
20 effect immediately upon its adoption and approval by the Executive; otherwise, it shall take
21 effect and be in force at the earliest time provided by law.

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23 SECTION 6

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25 It is found and determined that all formal actions of this Council concerning and relating
26 to the adoption of this Resolution were adopted in an open meeting of this Council, and that all
27 deliberations of this Council and of any of its committees that resulted in such formal action,
28 were in meetings open to the public, in compliance with all legal requirements, including Section
29 121.22 of the Ohio Revised Code.

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32 INTRODUCED June 5, 2017

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34 ADOPTED June 5, 2017

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39 CLERK OF COUNCIL

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47 PRESIDENT OF COUNCIL

48 APPROVED June 6, 2017

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EXECUTIVE

ENACTED EFFECTIVE June 6, 2017

Voice Vote 9-0-2: YES: Crawford, Donofrio, Feeman, Koehler, Prentice,
Rodgers, Schmidt, Walters, Wilhite
ABSTAIN: Dickinson, Hamilton