

1 RESOLUTION NO. 2023-199

**First Reading Passage Requested**

2

**(B. Harnak)**

3 SPONSOR Executive Shapiro

4

5 DATE June 26, 2023

COMMITTEE Rules

6

7 **A Resolution authorizing the Executive to execute a settlement agreement and release, for**  
8 **an amount not to exceed \$10,500.00, to settle any and all claims arising out of or concerning**  
9 **issues raised in an EEO Complaint filed with the Human Resource Commission, by**  
10 **Ranada McLaughlin, for the Executive and the Sheriff, and declaring an emergency.**

11

12 WHEREAS, on or about November 2, 2022, Ranada McLaughlin (“Employee”) filed an  
13 internal complaint of discrimination before the Human Resource Commission against the County  
14 of Summit, Sheriff’s Office (“County”), HRC Reference No. 2022-09 (the “Complaint”); and

15

16 WHEREAS, the County and Employee have engaged in mediation and have reached  
17 terms of a full and final settlement of the Complaint, as a temporary salary increase in an amount  
18 not to exceed \$10,500.00 for the year 2022, subject to any proper and applicable tax  
19 withholdings and contributions (from County and Employee as applicable) to the Ohio Public  
20 Employee Retirement System (“PERS”) as may be determined by PERS; and

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22 WHEREAS, pursuant to the settlement agreement and release, the Employee will settle  
23 the Complaint and forever discharge the County and all related parties from any and all claims  
24 against her; and

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26 WHEREAS, this Council finds and determines, after reviewing all pertinent information,  
27 that it is necessary and in the best interest of the County of Summit to settle the Complaint for a  
28 temporary salary increase in amount not to exceed \$10,500.00 for the year 2022, subject to any  
29 proper and applicable tax withholding and contributions to PERS as may be determined by  
30 PERS, for the aforementioned reason;

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

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35 SECTION 1

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37 The Executive is hereby authorized to execute a full and final settlement agreement and  
38 release for a temporary salary increase for Ranada McLaughlin in amount not to exceed  
39 \$10,500.00 for the year 2022, subject to proper and applicable tax withholdings and  
40 contributions to the Ohio Public Employee Retirement System (“PERS”) by Ranada McLaughlin  
41 and the County, as may be determined by PERS, to settle any and all claims arising out of or  
42 concerning issues raised in the Complaint filed by Ranada McLaughlin before the Human  
43 Resource Commission on or about November 2, 2022 (the “Complaint”). The settlement  
44 agreement shall include a release and dismissal with prejudice by Ranada McLaughlin of any  
45 and all claims against the County of Summit and all related parties.

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47 SECTION 2

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49 This Resolution is hereby declared an emergency in the interest of the health, safety and  
50 welfare of the residents of the County of Summit and for the further reason of immediately  
51 settling any and all claims arising out of or concerning issues raised in the Complaint against the  
52 County and all related parties.

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2 PAGE TWO

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4 SECTION 3

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

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10 SECTION 4

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12 It is found and determined that all formal actions of this Council concerning and relating  
13 to the adoption of this Resolution were adopted in an open meeting of this Council, and that all  
14 deliberations of this Council and of any of its committees that resulted in such formal action,  
15 were in meetings open to the public, in compliance with all legal requirements, including Section  
16 121.22 of the Ohio Revised Code.

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19 INTRODUCED June 26, 2023

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21 ADOPTED June 26, 2023

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24 DocuSigned by:  
  
25 \_\_\_\_\_  
26 CLERK OF COUNCIL

DocuSigned by:  
  
\_\_\_\_\_  
PRESIDENT OF COUNCIL

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28 APPROVED June 26, 2023

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31 DocuSigned by:  
  
32 \_\_\_\_\_  
33 EXECUTIVE

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35 ENACTED EFFECTIVE June 27, 2023