

**IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI**

**A RESOLUTION** authorizing the County Counselor to settle claims brought by certain current and former employees of the Jackson County Assessment Department, in the aggregate amount of \$1,400,000.00.

**RESOLUTION NO. 18454**, March 24, 2014

**INTRODUCED BY** Scott Burnett, County Legislator

WHEREAS, certain current and former employees of the Jackson County Assessment Department have made claims for damages against the County for injuries they allegedly incurred in the workplace dating back to the 1990's; and,

WHEREAS, in each case, the injuries allegedly suffered by each claimant were alleged to have been caused by acts and/or omissions of former County employees that violated the claimants' rights secured by federal and state law to be free from harassment and discrimination in the workplace; and,

WHEREAS, upon notification, the County Counselor and Special Employment Counsel undertook an immediate and thorough investigation of these claims; and,

WHEREAS, upon the completion of this investigation, the County Counselor and Special Counsel undertook negotiations with the claimants' legal counsel with the goal of reaching a settlement of all claims, which would include a full and complete release of all claims against the County and all current and former County officials and employees;

and,

WHEREAS, the County Counselor and claimants' counsel have concluded their negotiations and have reached a proposed settlement which the County Counselor recommends the Legislature approve; and,

WHEREAS, settlement as recommended will require payments to be made for the benefit of the following claimants in the amounts indicated:

Karen Stephenson	\$ 700,000.00
Deborah Narron	\$ 400,000.00
Akeeta Free	\$ 150,000.00
Ada McNeal	\$ 75,000.00
Pamela Threatt	<u>\$ 75,000.00</u>
TOTAL	\$1,400,000.00;

and,

WHEREAS, settlement as recommended by the County Counselor and Special Counsel is in the best interests of the health, welfare, and safety of the citizens of Jackson County; now therefore,

BE IT RESOLVED by the County Legislature of Jackson County, Missouri, that the settlement of the claims of Karen Stephenson, Deborah Narron, Akeeta Free, Ada McNeal, and Pamela Threatt, as recommended by the County Counselor and Special Counsel, be and hereby is approved; and,

BE IT FURTHER RESOLVED that the County Counselor be and hereby is authorized to execute appropriate Settlement Agreements with the above-named claimants in a form to be approved by him; and,

BE IT FURTHER RESOLVED that the Director of the Department of Finance and Purchasing be and hereby is authorized to issue checks totaling \$1,400,000.00, in full and complete settlement of all claims, to the named claimants and/or their attorney, Basil L. North, Jr., pursuant to the specific directions of the County Counselor.

Effective Date: This Resolution shall be effective immediately upon its passage by a majority of the Legislature.

APPROVED AS TO FORM:

  
Chief Deputy County Counselor

  
County Counselor

Certificate of Passage

I hereby certify that the attached resolution, Resolution No. 18454 of March 24, 2014 was duly passed on March 24, 2014 by the Jackson County Legislature. The votes thereon were as follows:


Yeas 9

Nays 0

Abstaining 0

Absent 0

3.24.14  
Date

  
Mary Jo Spino, Clerk of Legislature

There is a balance otherwise unencumbered to the credit of the appropriation to which the expenditure is chargeable and there is a cash balance otherwise unencumbered in the treasury to the credit of the fund from which payment is to be made each sufficient to provide for the obligation herein authorized.

ACCOUNT NUMBER: 060 5160 56380  
ACCOUNT TITLE: Self Insurance Fund  
Non-Departmental  
Uninsured Claimants  
NOT TO EXCEED: \$1,400,000.00

March 24, 2014  
Date

  
Director of Finance and Purchasing