

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

**A RESOLUTION** authorizing the County Counselor to settle the employment claims of Michelle Heffern for the total payment by the County of \$110,000.00.

**RESOLUTION NO. 18698**, December 15, 2014

**INTRODUCED BY** Scott Burnett, County Legislator

WHEREAS, County employee Michelle Heffern has filed a charge of employment discrimination with the Missouri Commission on Human Rights in which she has alleged that certain conduct and/or conditions she experienced during her employment violated her right to be free from discrimination in the workplace; and,

WHEREAS, although the County denies any discrimination, after a thorough investigation and negotiations, the County Counselor recommends a settlement in the amount of \$110,000.00, in exchange for the full and complete release of all claims, to be paid to Ms. Heffern and her attorney Brad K. Kavanaugh; and,

WHEREAS, the proposed settlement will limit the County's financial obligation in this matter and is in the best interest of the health, safety, and welfare 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 Michelle Heffern, as recommended by the County Counselor, be and hereby is approved; and,


BE IT FURTHER RESOLVED that the Director of the Department of Finance and Purchasing be and hereby is authorized to issue checks totaling \$110,000.00, to Ms. Heffern and her attorney, pursuant to the specific direction of the County Counselor; and,

BE IT FURTHER RESOLVED that the County Counselor be and hereby is authorized to execute an appropriate settlement agreement and any and all other documents necessary to give effect to this settlement.

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. 18698 of December 15, 2014 was duly passed on December 15, 2014 by the Jackson County Legislature. The votes thereon were as follows:

Yeas 8

Nays 0

Abstaining 0

Absent 1

12.15.14  
\_\_\_\_\_  
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: \$110,000.00

December 15, 2014  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Director of Finance and Purchasing