



Board of Commissioners
Resolution
B2025-234

15 West Kellogg Blvd.
Saint Paul, MN 55102
651-266-9200

Sponsor: Board of Commissioners

Meeting Date: 12/16/2025

Title: Settlement Agreement in *Ellen Kirchman v. Ramsey County*
(Court File No. 62-CV-25-1495)

File Number: 2025-539

Background and Rationale:

Ellen Kirchman filed a lawsuit against Ramsey County on March 4, 2025 alleging that she was wrongfully terminated from her employment in Ramsey County's Enterprise Project Management Office on March 25, 2024. The lawsuit asserted discrimination based on disability and reprisal claims under the Minnesota Human Rights Act and the St. Paul Human Rights Ordinance. Plaintiff sought damages for, among other things, lost wages and benefits, pain and suffering, and attorney's fees.

Plaintiff and Ramsey County reached a settlement. The Board of Commissioners approved that settlement in a closed session on December 2, 2025.

Recommendation:

The Ramsey County Board of Commissioners resolved to:

1. Approve the settlement agreement with Ellen Kirchman in *Ellen Kirchman v. Ramsey County* (Court File No. 62-CV-25-1495), totaling \$95,000.
2. Authorize the Chair and Chief Clerk to execute the settlement agreement.

A motion to approve was made by Commissioner Miller, seconded by Commissioner Xiong.
Motion passed.

Aye: - 7: Jebens-Singh, McGuire, McMurtrey, Miller, Moran, Ortega, and Xiong

By: 

Jason Yang, Chief Clerk - County Board