

HUMAN RESOURCES EMPLOYEE FIRED FOR BEING DISHONEST



The Cuyahoga County Executive, Ed FitzGerald, recently fired the former human resource employee, Linda Rybak. Rybak has been involved in an ongoing investigation and trial that are taking place due to her dishonesty as well as corruption. As the investigation came to a finish, Rybak was terminated from her position as the human resources employee. During her time as a human resource employee, Rybak did not act in an appropriate manner. Instead, she was dishonest and did her lawful act in a very unlawful manner. Rybak was making an effort to get her a promotion by using bribery and other tactics. The county's human resources director, Elise Hara, suggested that Rybak be terminated for what she did. The attorney for Rybak, Kevin P. Prendergast, says that he and his client will be appealing the decision that Hara made. The appeal could end up in court, in which the case may go before a jury of people who would have to vote. Prendergast believes his client, Linda Rybak, did absolutely nothing wrong. He says that she is very qualified for the position she had and that the reviews of her job performance were absolutely outstanding. Fitzgerald, on the other hand, believed that he could not judge Rybak until the investigation was completed. He wanted to have legitimate proof that she was involved with corruption. After the investigation was completed, he learned that she was involved in unprofessional actions, leading to corruption, which ultimately led to her being terminated from her human resources position. In fact, the county provided a transcript from early 2008, which showed a phone call between Rybak and the former Cuyahoga Commissioner, Jimmy Dimora, did, in fact, take place and had much to do with how Rybak could get a raise to be approved by the county commissioners. During testimony for the trial of Dimora, due to his federal racketeering, it was pointed out that Rybak received a raise of exactly \$5,000 during 2008 because her husband, who works for their plumbing union, arranged to have free plumbing work done at the Dimora household. Linda Rybak's husband, Robert Rybak, has plead guilty for bribing Dimora with free plumbing as a way of helping his wife receive a raise. In April of 2008, the commissioner voted and chose to promote Linda Rybak, increasing her salary by \$6,000. In the meantime, Rybak proclaims her innocence, believing she is not guilty of corruption. She says that her family was friendly with Dimora and his family simply because their children were on the same sports team. However, she claims her promotion had nothing to do with the friendship they once had with one another. She feels as though she deserved the promotion after working so hard within her position. However, Hara still terminated her.

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