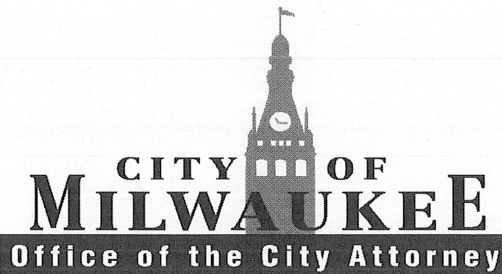


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September 9, 2022

To the Honorable Common Council
Of the City of Milwaukee
Room 205- City Hall

Re: Proposed settlement of the claims in *Norma Lewis v. City of Milwaukee*,
ERD Case No. CR202100380; EEOC Case No. 26G202100358C; and
ERD Case No. CR202201626; EEOC Case No. 26G202201025

Dear Honorable Council Members:

Enclosed please find a proposed resolution recommending settlement of the above referenced case, as well as a fiscal impact statement. We request that this matter be assigned before the Judiciary & Legislation Committee to an open session in order to take action.

Ms. Lewis's claimed she was subjected to discrimination based on multiple protected class statuses and for opposing discrimination in the workplace. Ms. Lewis further claimed she was sexually harassed. A separate complaint was filed alleging constructive discharge. The City has a defensible position, but the outcome of litigation is uncertain. These complaints contain complicated facts, numerous allegations to rebut, and some witnesses are no longer employed by the City.

Because settlement is deemed expeditious, we recommend payment of the proposed settlement amount of \$8,000.00 total, with \$4,800.00 to Ms. Lewis and \$3,200.00 to the law firm of Walcheske & Luzi, LLC, and have enclosed an appropriate resolution for your convenience.

Very truly yours,

A handwritten signature in black ink, appearing to read "Tearman Spencer".

TEARMAN SPENCER
City Attorney

s/LISA A. GILMORE
Assistant City Attorney

Enclosures

LAG:amm 1053-2021-279:281471v3

