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April 9, 2025

To the Honorable Common Council
of the City of Milwaukee
Room 205 – City Hall

Re: Proposed settlement of claims against all defendants in *Matthew Drought*
v. City of Milwaukee et al., EDW Case No. 23-CV-1738, referencing
C.I. File No. 1095-2024-7

Dear Council Members:

Enclosed please find a proposed resolution accepting the attached settlement agreement for the above referenced case, as well as a fiscal impact statement. We ask that it be introduced and referred to the Committee on Judiciary & Legislation, with the following recommendation.

Mr. Drought was a sworn member of the Milwaukee Police Department who was terminated from employment in 2023. He later sued the City of Milwaukee, Milwaukee Police Chief Jeffrey Norman, and Milwaukee Board of Fire and Police Commissioners Executive Director Leon Todd, seeking damages for alleged violations of the Family and Medical Leave Act of 1993, as amended, the Fourteenth Amendment via 42 U.S.C. § 1983, and various state law claims.

While undergoing lengthy discovery, the parties agreed to undertake mediation in an effort to resolve this matter short of trial. The City authorized up to \$50,000 for potential settlement in this case. The parties ultimately agreed to settle for \$48,711.25, inclusive of attorneys' fees, taxes and costs, which we signed contingent upon your approval. That amount is divided between direct payments of \$47,500 to plaintiff and plaintiff's attorneys, and an amount of \$1,211.25 allotted for payment of plaintiff's payroll taxes.



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Due to the risks of trial and potential exposure to double damages and attorneys' fees, we recommend that this matter be settled for that amount. Consistent with this recommendation, we request your approval of the attached settlement agreement, and have enclosed an appropriate resolution for your consideration.

Very truly yours,



EVAN C. GOYKE
City Attorney

Electronically signed by

KATHERINE A. HEADLEY
Assistant City Attorney

KAH/cdr

Enclosures

1095-2024-7/296442