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June 10, 2011

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

Re: Resolution to approve the settlement agreement in the matter of *Parr v. City of Milwaukee*, ERD Case Numbers CR200800906 and CR200801455, EEOC Case Numbers 26G200800840C and 26G200801095C

Dear Council Members:

Enclosed please find a resolution to approve the settlement agreement in the matter of *Parr v. City of Milwaukee*, which is pending at the Equal Rights Division for the State of Wisconsin, Department of Workforce Development.

Zitelka R. Parr is a Library Circulation Assistant for the Milwaukee Public Library. In her two complaints, she claims that she was discriminated against in the terms and conditions of her employment based on her race, sex and disability, and in retaliation for having complained of discrimination internally and at the ERD. The ERD issued initial determinations that found probable cause on the question of whether there was race discrimination in terms and conditions of employment, however, the ERD found no probable cause with respect to any other claim. Ms. Parr appealed the findings of no probable cause on one complaint resulting in a decision of no probable cause with respect to retaliation in one complaint. Ms. Parr appealed that determination to the Labor and Industry Review Commission which appeal has not yet been resolved. Ms. Parr also appealed other findings of no probable cause in the other complaint, for which several days of hearing have been held to date, but no decision issued.

The settlement calls for payment of \$6,000 in attorney fees and \$14,000 in damages (a total of \$20,000) in exchange for a complete release of all claims that could have been brought, including back pay, compensatory damages, punitive damages, pension loss and other benefits, attorney fees and costs. There is no admission of liability.

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The City Attorney requests referral to the Judiciary and Legislation Committee for a meeting in closed session for purposes of conferring with the City Attorney pursuant to §19.85(1)(g), followed by open session for action as part of the regular agenda.

Very truly yours,

GRANT F. LANGLEY
City Attorney

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c: Paula Kiely, Librarian