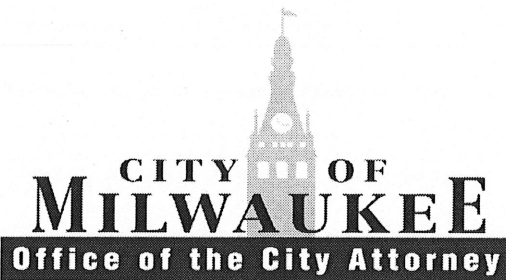


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March 5, 2018

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

Re: Communication from Karla Thomsen  
C.I. File No. 1081-2017-2448

Dear Council Members:

Former employee Karla Thomsen filed a claim for reimbursement of relocation expenses associated with her move from Groton, CT to Wisconsin for employment with the City of Milwaukee. Her claim is in the amount of \$5,784.12.

**By way of Background:**

Ms. Thomsen was offered the position of Network Manager-Municipal Court. This position was offered by Sheldyn Himle, Chief of Court Administrator. This position was offered and accepted on January 31, 2017. (See Exhibit 1).

After the position was accepted, Ms. Thomsen inquired about relocation benefits. According to Ms. Himle, she advised Ms. Thomsen that there may be relocation benefits available, however they would need to be requested and approved. Ms. Himle indicates that at no time was the acceptance of the position contingent upon relocation benefits. Ms. Himle further asserts that at no time was there a guarantee made of relocation benefits. Relocation benefits are provided as part of Chapter 350-242 of the Milwaukee Code of Ordinances. (See Exhibit A).

Ms. Himle sent a letter to Ms. Maria Monteagudo, Director of Employee Relations requesting authority to provide relocation expenses on January 31, 2017. (See Exhibit 2). Further communications between Ms. Himle and Ms. Monteagudo regarding this topic are documented. (See Exhibits 3, 4 and 8).

Ms. Thomsen requested via email that Ms. Himle provide her with a written copy of the job offer, to include travel pay. (See Exhibit 6). A formal letter to Ms. Thomsen was provided via email outlining salary, starting dates, relocation expenses and other relevant



information. This letter was signed by Jane E.T. Islo, Assistant Court Administrator. (See Exhibit 7).

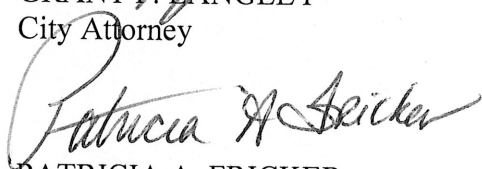
Ms. Thomsen was notified by Ms. Himle that relocation benefits had been denied. Ms. Thomsen emails Ms. Monteagudo and asserts that one of the reasons she accepted the position was a signed document stating "we will allocate up to \$7,000 to cover expensed for your relocation." (See Exhibit 9). Ms. Thomsen is referring to (Exhibit 7) when she makes this assertion. However, Ms. Thomsen does leave out a portion of the sentence that references, **we will request and** will allocate up to \$7,000.00 to cover qualifying expenses [emphasis added].

There is no evidence to support that Ms. Thomsen accepted the position with the condition that relocation expenses would be reimbursed. This is further evidenced in Ms. Thomsen's email to Ms. Himle whereby Ms. Thomsen states (**subject to approval**) in the body of the email [emphasis added]. (See Exhibit 6). As such, the city is not liable. Therefore, we recommend that this claim be denied.

Very truly yours,



GRANT F. LANGLEY  
City Attorney



PATRICIA A. FRICKER  
Assistant City Attorney

PAF/mal

Enclosure

C: Maria Monteagudo (Department of Employee Relations)  
Sheldyn Himle (Municipal Court)