

**GRANT F. LANGLEY**  
City Attorney

**RUDOLPH M. KONRAD**  
**LINDA ULISS BURKE**  
**VINCENT D. MOSCHELLA**  
Deputy City Attorneys



THOMAS O. GARTNER  
BRUCE D. SCHRIMPF  
ROXANE L. CRAWFORD  
SUSAN D. BICKERT  
STUART S. MUKAMAL  
THOMAS J. BEAMISH  
MAURITA F. HOUREN  
JOHN J. HEINEN  
MICHAEL G. TOBIN  
DAVID J. STANOSZ  
SUSAN E. LAPPEN  
JAN A. SMOKOWICZ  
PATRICIA A. FRICKER  
HEIDI WICK SPOERL  
KURT A. BEHLING  
GREGG C. HAGOPIAN  
ELLEN H. TANGEN  
MELANIE R. SWANK  
JAY A. UNORA  
DONALD L. SCHRIEFER  
EDWARD M. EHRlich  
LEONARD A. TOKUS  
VINCENT J. BOBOT  
MIRIAM R. HORWITZ  
MARYNELL REGAN  
G. O'SULLIVAN-CROWLEY  
KATHRYN M. ZALEWSKI  
MEGAN T. CRUMP  
ELOISA DE LEÓN  
ADAM B. STEPHENS  
KEVIN P. SULLIVAN  
BETH CONRADSON CLEARY  
THOMAS D. MILLER  
Assistant City Attorneys

November 8, 2007

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 *Ayman Khatib v. City of Milwaukee*, United States District Court Case Number 06-C-1058.

Dear Council Members:

Enclosed please find a resolution to approve the settlement agreement in the matter of *Ayman Khatib v. City of Milwaukee*, Case Number 06-C-1058 which is pending in the United States District Court for the Eastern District of Wisconsin.

Ayman Khatib is a Milwaukee Police Officer currently on duty disability. In his suit, he claims harassment and hostile work environment based on his race and/or national origin (Arab American). He also claims retaliation for engaging in protected activity. Mr. Khatib claims that stress resulting from the harassment lead to his current disability. The Police Department investigated internally, and denies the allegations. The EEOC had found reasonable cause in their initial determination. The settlement calls for payment of \$5,000 in attorney fees and \$10,000 in damages (a total of \$15,000) 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.

The Honorable Common Council

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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

MIRIAM R. HORWITZ

Assistant City Attorney

Enc.

MRH/MRH

1032-2006-2954

c: Michael Tobin, Executive Director, FPC