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October 28, 2024

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

Re: Resolution Authorizing Settlement of the Lawsuit and Administrative Claims:

Joseph C. Blakeman v. City of Milwaukee
Case No. 23-CV-0097

Joseph C. Blakeman v. City of Milwaukee
ERD Case No. CR202200265
EEOC Case No. 26G202200480

Joseph C. Blakeman v. City of Milwaukee
ERD Case No. CR202302981
EEOC Case No. 26G202400392

and of Any and All Future Claims

Dear Council Members:

Enclosed please find a proposed resolution to approve a global settlement in the amount of \$64,000 to settle the above-referenced claims and future claims raised by Joseph C. Blakeman, as well as a fiscal impact statement.

In 2019, Mr. Blakeman began a campaign of filing discrimination and retaliation complaints against the City and his supervisors after he was issued discipline (including a Last Chance Agreement, and demotion) for engaging in unprofessional and unwelcome conduct towards a subordinate, female, employee in violation of department work rules, city policies, and law. Blakeman's complaints have been zealously defended and are currently pending in federal court and administrative agency forums.



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In September 2024, Mr. Blakeman resigned from his employment with the City. Mr. Blakeman has threatened a fourth claim of discrimination/retaliation alleging constructive discharge.

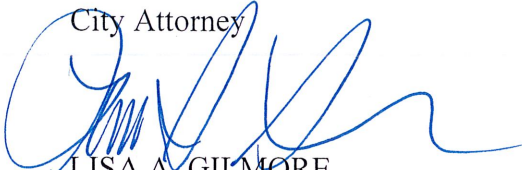
Based on the status of these claims, it is the City Attorney's recommendation that the proposed settlement is in the City's best interest. In exchange for the settlement, Mr. Blakeman will execute a settlement agreement and general release of all claims including a promise not to return to work for the City in any capacity - employee or consultant.

We request that this matter be assigned for a hearing before the Judiciary and Legislation Committee, to be followed by an open session in order to take action.

Very truly yours,



EVAN C. GOYKE
City Attorney



LISA A. GILMORE
Assistant City Attorney

Enclosures

ECG/LAG/dpb

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