

**INTEROFFICE COMMUNICATION  
COUNTY OF MILWAUKEE**

DATE: April 23, 2014

TO: Marina Dimitrijevic, Chairwoman, County Board of Supervisors

FROM: Molly J. Zillig, Principal Assistant Corporation Counsel

SUBJECT: Settlement of Potential Claims of Jean Orlow

I request that this matter be referred to the Committee on Judiciary, Safety and General Services for approval of a settlement regarding potential gender and/or race discrimination claims. I request authority to settle all potential claims of Jean Orlow ("Orlow") for the total sum of \$7,500.00, which will be paid by the Department of Health and Human Services' 2014 Salary Budget.

Orlow is a current Milwaukee County employee working in the Housing Division of the Department of Health and Human Services. From December 20, 2010 to April 27, 2013, Orlow worked for the Department of Health and Human Services in the Housing Division as a Housing and Development Program Coordinator in pay grade 28M. Over the years, two of the individuals performing substantially similar duties as Orlow were males. These two males were in pay grade 31M and received a higher hourly wage than Orlow. In April 2013, the position itself underwent a compensation study that resulted in a position reclassification to Housing Program Manager in pay grade 33M. Although the reclassification process increased Orlow's hourly wage, she continues to receive less compensation than her two male predecessors received.

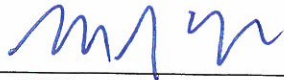
Settlement of this matter will result in a payment by Milwaukee County to Orlow for back wages for approximately 16 months in 2013 and 2014 in the amount of \$7,500.00 minus appropriate payroll deductions. In addition, Milwaukee County will advance Orlow from Step 1 to Step 3 in her current pay grade 33M. This double-step advancement will bring Orlow to a compensation rate consistent with her male predecessors.

This proposed settlement resulted from three other Housing Division employees who filed lawsuits against Milwaukee County. Two of the three employees have settled their lawsuits. One employee continues to litigate her claims. Orlow is the

only remaining employee who held the position of Housing and Development Program Coordinator during the relevant time period.

Orlow will provide the County with a full and complete release from any liability for actions that occurred before April 2014. The payment will be deducted from the Department of Health and Human Services' 2014 Salary Budget.

Corporation Counsel recommends this settlement for approval.



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Molly J. Zillig, Principal Assistant Corporation Counsel

cc: Amber Moreen  
Kelly Bablitch  
Alexis Gassenhuber  
Raisa Koltun  
Jessica Janz-McKnight  
Erica Hayden