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DATE: March 26, 2013

TO: Marina Dimitrijevic, County Board Chairwoman

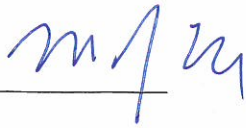
FROM: Molly Zillig, Principal Assistant
Milwaukee County Corporation Counsel

SUBJECT: Glenn R. Fieldbinder v.
Milwaukee County Department of Health and Human Services
ERD Case No. CR201102226
EEOC Case No. 26G201101243C

Please refer this matter to the Committee on Judiciary, Safety and General Services to be placed on the agenda for its next meeting to approve a settlement. Mr. Fieldbinder (white male), a former Milwaukee County employee, has sued Milwaukee County alleging racial discrimination. He worked until 2011 at the Department of Health and Human Services in the Housing Division as a Housing Program Coordinator. He alleges that over the last several years there have been multiple Program Coordinators in the Housing Division doing the same job. Over the years, two of them were African American and were in a higher pay grade, 31M; Mr. Fieldbinder was in pay grade 28M. The department understands that all of the program directors have performed the same job duties and there should not be a difference in pay grade. The position itself, like many others, is under compensation study.

Settlement of this matter will result in a payment by Milwaukee County to Mr. Fieldbinder of back wages in the amount of \$17,014.40 minus appropriate payroll deductions for two (2) years of back pay considered earned in 2010 and 2011. In addition, the Employees Retirement System will recalculate his final average salary to reflect two of his final years at the 31M pay grade. This recalculation will result in an increased pension benefit in the future and a retroactive pension payment of \$2,594.51 for his increased pension benefits in 2011 - 2013.

The Office of Corporation Counsel and the Wisconsin County Mutual Insurance Corporation recommend approval of this settlement.



Molly J. Zillig
Principal Assistant Corporation Counsel

MJZ/smm

cc: Amber Moreen
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