

**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: *Jean Wolfgang, et al. v. Milwaukee County*
U.S. District Court, E.D. Case No. 13CV00586

I request that this matter be referred to the Committee on Judiciary, Safety and General Services for approval of a settlement. I request authority to settle the claims of plaintiff Jean Wolfgang (“Wolfgang”) for the total sum of \$26,137.87, which will be paid from the Department of Health and Human Services’ 2014 Salary Budget.

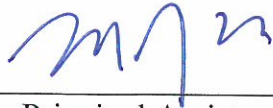
Wolfgang (female) has sued Milwaukee County alleging gender discrimination in violation of the Equal Pay Act and Title VII of the Civil Rights Act of 1964. From July 25, 2011 to April 27, 2013, Wolfgang worked for the Department of Health and Human Services in the Housing Division as a Housing and Development Program Coordinator in pay grade 28M. She alleges that there were two (2) male Program Coordinators in the Housing Division doing her same job, but being paid in pay grade 31M and receiving a higher hourly wage than Wolfgang. 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 Wolfgang’s hourly wage, she continues to receive less compensation than her two (2) male predecessors received.

Settlement of this matter will result in a payment by Milwaukee County to Wolfgang for back wages for two (2) years and nine (9) months in 2011 through 2014 in the amount of \$26,137.87 minus appropriate payroll deductions. In addition, Milwaukee County will advance Wolfgang from Step 1 to Step 3 in her current pay grade 33M. This double-step advancement will bring Wolfgang to a compensation rate consistent with her male predecessors.

This proposed settlement followed extensive discovery exchanged between the parties. Wolfgang will dismiss her federal lawsuit and provide the County with a

full and complete release from any liability. The payment will be deducted from the Department of Health and Human Services' 2014 Salary Budget.

Corporation Counsel and the Wisconsin County Mutual recommend this settlement for approval.



Molly J. Zillig, Principal Assistant Corporation Counsel

cc: Amber Moreen
Kelly Bablitch
Alexis Gassenhuber
Raisa Koltun
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