





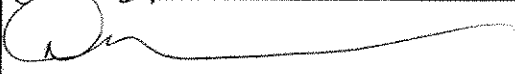


4th Step Grievance Settlement
Of Doug Johnson, 169-04

In full and complete settlement of the above captioned grievance, the City of Milwaukee (City) and Milwaukee District Council 48, AFSCME, AFL-CIO (Union) agree to the following:

1. Doug Johnson's demotion from Lead Housing Maintenance Mechanic to Building Maintenance Mechanic II shall remain in effect.
2. As soon as administratively practicable after the execution date of this Agreement, the City shall pay Doug Johnson a lump sum payment of \$1,904.56, which shall be pensionable and a lump sum payment of \$643.00, which shall not be pensionable. For purposes of pension credit, the \$1,904.56 amount will be spread out over the last 30 pay periods.
3. The Union will withdraw the above captioned grievance.
4. This grievance is not precedent setting and will not be used by either party in any future matter.
5. Dated: August 17, 2005.

| UNION REPRESENTATIVES | CITY REPRESENTATIVES |
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