

**Memorandum of Understanding  
Between  
The City of Milwaukee  
And Milwaukee District Council 48, AFSCME, AFL-CIO**

**Re: Implementation of Arbitration Award of Dennis Bach #166-2005**

The City of Milwaukee and Milwaukee District Council 48, AFSCME, AFL-CIO agree that the following terms and conditions shall constitute the full and complete implementation of the above arbitration award:




1. Dennis Bach's discharge shall be rescinded.
2. Dennis Bach shall be reinstated to his Operations Driver Worker position retroactive to September 8, 2005 with no break in classification and bargaining unit seniority during the time period from September 8, 2005 through August 11, 2006.
3. As soon as administratively practicable after the approval by the Common Council, the City shall pay Dennis Bach a lump sum of \$47,810.85 in gross lost wages minus interim earnings from other employers (\$7,110.54) and unemployment compensation (\$8,673.00), for a total net gross payment of \$32,027.31. The appropriate pension contribution, including 5.5 % employee contribution made by the City, shall be made on his behalf for the entire \$42,866.02 in lost pensionable earnings. Attachment A breaks down the Pensionable and Non-Pensionable hours and earnings by pay period. The net gross amount of \$32,027.31 shall be subject to Union dues deductions, payroll deductions, including Social Security deductions, as administered by the City Comptroller.
4. The City will deduct \$15,783.54 from the gross lost wages of \$47,810.85, as determined from interim earnings from other employers and unemployment compensation received during time period from September 8, 2005 through August 11, 2006 as follows:

Description	Amount
Unemployment Compensation	\$ 8, 673.00
Gross Wages-other employment	\$ 7,110.54

5. Dennis Bach's sick leave balance of 250.3 hours shall be restored and 111.3 hours (24 pay periods times 4.6 hours per pay period and 0.9 hours from pay period 19, 2005) shall be added to this balance. His sick leave balance at the end of Pay Period 16 2006 shall be 361.6 hours.
6. Dennis Bach's vacation balance of 45.2 hours of vacation and 120 hours of TVA shall be restored and 154.7 hours of vacation earned from September 8, 2005 through August 11, 2006, shall be added to this balance, resulting in a total vacation balance at the end of Pay Period 16, 2006 of 199.9 hours and 120 hours of TVA. In Pay

Period 17 Dennis Bach took 80 hours of this vacation and earned an additional 6.8 hours of vacation.

7. Dennis Bach shall be reimbursed a total of \$3,352.73 for health and dental premiums and charges that were not reimbursed by health or dental insurance for the time period from October 1, 2005 through August 26, 2006.
8. Dennis Bach shall receive his 2005 clothing allowance of \$110.
9. Dated: 9/12/06

UNION REPRESENTATIVES	CITY REPRESENTATIVES
	
	

**ATTACHMENT A**

<b>Year</b>	<b>Pay Period</b>	<b>Pension-able hours</b>	<b>Pension-able dollars</b>	<b>Overtime hours</b>	<b>Overtime dollars</b>	<b>Total Gross Wages</b>
2005	19	16	\$ 338.61	0.4	\$ 13.21	\$ 351.82
2005	20	80	\$ 1,693.06	2.0	\$ 66.03	\$ 1,759.09
2005	21	80	\$ 1,693.06	2.0	\$ 66.03	\$ 1,759.09
2005	22	80	\$ 1,818.53	3.0	\$ 108.83	\$ 1,927.36
2005	23	80	\$ 1,944.00	4.0	\$ 151.63	\$ 2,095.63
2005	24	80	\$ 1,944.00	24.4	\$ 924.96	\$ 2,868.96
2005	25	80	\$ 1,944.00	17.0	\$ 644.44	\$ 2,588.44
2005	26	80	\$ 1,818.53	14.0	\$ 521.47	\$ 2,340.00
2005	27	80	\$ 1,693.06	2.1	\$ 66.66	\$ 1,759.72
2006	1	80	\$ 1,743.85	2.7	\$ 88.28	\$ 1,832.13
2006	2	80	\$ 1,769.71	12.4	\$ 516.50	\$ 2,286.20
2006	3	80	\$ 1,743.85	3.0	\$ 98.09	\$ 1,841.94
2006	4	80	\$ 1,795.56	19.4	\$ 742.26	\$ 2,537.82
2006	5	80	\$ 1,743.85	3.0	\$ 98.09	\$ 1,841.94
2006	6	80	\$ 1,743.85	3.0	\$ 98.09	\$ 1,841.94
2006	7	80	\$ 1,743.85	3.0	\$ 98.09	\$ 1,841.94
2006	8	80	\$ 1,743.85	3.0	\$ 98.09	\$ 1,841.94
2006	9	80	\$ 1,743.85	2.0	\$ 68.01	\$ 1,811.86
2006	10	80	\$ 1,743.85	2.0	\$ 68.01	\$ 1,811.86
2006	11	80	\$ 1,743.85	2.0	\$ 68.01	\$ 1,811.86
2006	12	80	\$ 1,743.85	2.0	\$ 68.01	\$ 1,811.86
2006	13	80	\$ 1,743.85	2.0	\$ 68.01	\$ 1,811.86
2006	14	80	\$ 1,743.85	2.0	\$ 68.01	\$ 1,811.86
2006	15	80	\$ 1,743.85	2.0	\$ 68.01	\$ 1,811.86
2006	16	80	\$ 1,743.85	2.0	\$ 68.01	\$ 1,811.86
<b>Total</b>	<b>1,936</b>	<b>\$42,866.02</b>	<b>134.40</b>	<b>\$4,944.85</b>	<b>\$47,810.85</b>	