

DEPARTMENT OF EMPLOYEE RELATIONS



Approved by the CSC on April 12, 2022

Benefits upon Rehire

Description

At its meeting of April 12, 2022, the Commission approved the following policy regarding benefits (i.e., sick leave and vacation) to be granted to individuals who are rehired into general City employment.

1. Any individual who separated or resigned from general City employment in good standing and who passed probation in a City Service position and is rehired to general City employment within five years of separating or resigning will be granted service credit for vacation accrual and restoration of the individual's sick leave balance to what it was at the time of separation or resignation.
2. Upon rehire, the benefits service date is adjusted to reflect the length of time that the employee was off payroll between the dates of resignation or separation and rehire.
3. This policy does not apply to employees who were terminated, discharged or resigned in lieu of discharge.
4. Employees who are rehired are not eligible for restoration of job class seniority.
5. Exceptions to this policy may only be made by action of the board of City Service Commissioners.
6. This policy does not address employee's ERS contributions or benefits.

Guidelines for Rehire after Resignation

1. Individuals not eligible for service credit for vacation accrual and restoration of the sick leave balance to what it was at the time of separation under this policy include:
 - a. Individuals who did not successfully complete a probationary period prior to resignation
 - b. Individuals having held only Emergency, Temporary or Provisional appointments
 - c. Individuals who have retired, unless otherwise allowed under the CSC Rules
 - d. Individuals previously employed by the Milwaukee Fire or Police Departments (covered under Rules of the Milwaukee Fire and Police Commission) without prior general City regular (non-probationary) service.
2. Any individual who is rehired should contact the Employees' Retirement System directly regarding his/her pension benefits.

Questions regarding this policy and its application may be directed to the Employee Relations Director.