

From: [Dennis Bach](#)
To: [Moore, Elizabeth](#)
Subject: Re: Automatic reply: Policy
Date: Tuesday, July 15, 2025 5:04:20 AM

City service commissioner,

I would like to request to have my service credits restored. I currently work for the electric services department as a locator technician. On November 28th , 2021 I was granted a rehire with complete service credits restored. However, with no explanation my service credits were removed in mid January 2022. Since then I have been unable to resolve this matter . Please restore my service credits as granted to me as a rehire retroactively.

Thank You,

Dennis Bach

[Sent from Yahoo Mail for iPhone](#)



Department of Employee Relations

Cavalier Johnson
Mayor

Vacant
Director

Kristin Hennessy Urban
Special Deputy Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

To: The Honorable
The Board of City Service Commissioners

From: Kristin Hennessy Urban
DER Special Deputy Director

Date: September 4, 2025

RE: Restoration of Service Credit Request – Dennis Bach

The purpose of this memo is to provide background information for the Commission's consideration in evaluating Mr. Dennis Bach's request for restoration of his service credit upon his rehire on November 29, 2021.

Mr. Bach was hired in 1996 as a Driver Worker (retitled to Operations Driver Worker) in the Department of Public Works (DPW), a position he held until he was discharged on February 2, 2021 for violating the DPW's Standard Work Rules and Commercial Driver's License Policy by failing to hold a CDL. The City Service Commission upheld this action on April 20, 2021. On May 18, 2021, the City Service Commission granted a request by Ken Wischer of AFSCME Local 33, on behalf of Mr. Bach, to waive the required one year of full-time employment or education to apply for a non-CDL City job, which applies to discharged employees. The DPW Milwaukee Water Works (MWW) rehired Mr. Bach on November 29, 2021, as a Water Meter Technician. Mr. Bach is currently employed with the DPW – Infrastructure Division as a Locator Technician, a position he has held since September 4, 2022. Mr. Bach is currently an employee in good standing.

The City Service Commission approved its first **Benefits Upon Rehire Policy** on April 12, 2022, which provided service credit for vacation accrual and the restoration of sick leave balances for employees who resigned or separated in good standing within the past five years. Although Mr. Bach was rehired in November 2021, prior to the approval and implementation of the **Benefits Upon Rehire Policy**, it is worth noting that the policy expressly prohibits its application to employees who were terminated, discharged, or resigned in lieu of discharge.

For your reference, I have attached Mr. Bach's Discharge Notice (dated 2/29/21), the meeting minutes from the Commission's 4/20/21 meeting at which his discharge was heard, Mr. Wischer's request for waiver of the one-year application waiting period, the Commission's 5/18/21 meeting minutes, and the current Rehire policy.

Please contact me at 414-286-8643 if you have any questions regarding the above information.



City of Milwaukee
CS-81 (R. 06.04.19)

DISCHARGE NOTICE

Distribute a copy to:

- Employee
- Employee Representative
- Department File
- Employee's Retirement System
- Dept. of Employee Relations – send within 48 hours to DERpersonnelforms@milwaukee.gov

Date: 2/10/2021

Rec#: 31529

Employee:	BACH,DENNIS L		Employee ID No.: 009100
Department:	DPW-OPS-FLEET SERVICES		Race: W
			Gender: Male
Division:			Div. No.: 5452
			Payroll Loc. No.: 545 41
Job Title:	SPECIAL EQUIPMENT OPER III	Immediate Supervisor:	

In accordance with City Service Commission Rules, you are hereby discharged effective at 04:45 (am) on 02/09/2021 (date) for violating Rule 1.40, Section 12, Paragraph Q of the City Service Rules (additional departmental rules may be referenced as applicable). You have three days from the receipt of this notice to file an appeal. See Right of Appeal information below.

I. Description of Offense:

It has been brought to management's attention that you have lost your Commercial Driver's License (CDL), as a result of a third Operating While Intoxicated (OWI) offense on June 2, 2019, which you have been found guilty of on January 12, 2021. It is a requirement that an employee in your title possesses a valid CDL. It also has been brought to management's attention that you have been incarcerated since January 13, 2021. Being absent/unavailable for work due to incarceration is not an acceptable reason for missing work. According to a Wisconsin Department of Transportation driver record abstract report your Commercial Driver's License has been disqualified and a lifetime ban has been invoked. Per DPW Standard Work Rules 1.40 and the DPW Commercial Driver's License Policy, an employee who permanently loses his or her CDL is subject to discharged. A Pre-Discharge Hearing was held on January 28, 2021 and a discharge action was taken.

II. Previous Disciplinary Actions including Warning Letters:

*SEE ATTACHMENTS

DATES REQUIRED:

- Date of investigatory meeting: 1/28/21
- Date Discharge notice was provided to the employee or notice was mailed to employee: 2/10/21

RIGHT OF APPEAL:

Regularly appointed Civil Service employees (those who have completed their probationary period) may appeal in writing to the City Service Commission within three days of receipt of this notice. Employees of a department under the supervision of a board or commission of three or more members must appeal to that board or commission.

NOTE: If you have been issued an employee identification card, it must be turned in to your supervisor before your final paycheck will be released.

Reporting Authority Signature:

Andrew Simons

Please print name: ANDREW SIMONS

Title: H.F. REP.

Date: FEB. 9, 2021

Appointing Authority Signature:

Please print name:

Title:

Date:



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.

Makda Fessahaye
CSC Secretary and Director of Employee Relations

Director Fessahaye,

Pursuant to the decision made by the CSC Commission regarding the Discharge Appeal hearing for Dennis Bach on April 20, 2021, AFSCME Local 33 on behalf of Mr. Bach, respectfully requests consideration to have the one year waiting period for reapplication for positions covered under CSC rules waived. We base this request on both Mr. Bach's longevity with the Department of Public Works, which was approaching 26 years and his history of having a good work record, which was affirmed by the Department during the hearing. We understand that this request may need to be heard at a future CSC meeting for approval. I have attached a copy of the DER policy covering this issue for your convenience. If you have any questions or wish to discuss this issue, please call me. My office number is (414) 982-2230 and my cell is (414) 861-1798. Thank you in advance for your consideration in this matter.

Sincerely,
Ken Wischer
AFSCME Local 33



Department of Employee Relations



March 8, 2013

Policy for accepting applications from individuals who have been discharged, terminated, or resigned in lieu of discharge/termination from the City.

Summary

Pursuant to Civil Service Rule III, Section. 8, applications may be rejected from candidates who have been dismissed from the City for cause, or resigned in lieu of dismissal for cause. The following is the Commission's policy with respect to such cases.

Description

DISCHARGED AND TERMINATED EMPLOYEE APPLICATION POLICY STATEMENT

Former City of Milwaukee employees who have been discharged or terminated from City employment are not eligible to apply for any position until they are able to demonstrate one year of work experience or education between the time of dismissal and subsequent application date.

Former employees who have been discharged or terminated from a position that required the employee to hold a Commercial Drivers' License (CDL) and who wish to apply for employment in a position that requires a CDL are required to wait three years from the date of separation and must demonstrate one year of work experience in a position that requires a CDL between the time of dismissal and subsequent application date.

The following chart summarizes the policy:

Position Discharged/Terminated From →	CDL Required	CDL NOT Required
Position Applying For Requires CDL	Must wait three years, and show one year of employment in a CDL position.	May apply after one year of full-time employment and/or education.
Position Applying For DOES NOT Require CDL	May apply after one year of full-time employment and/or education.	May apply after one year of full-time employment and/or education.

This policy also applies to persons who resigned in lieu of discharge or termination if the resignation resulted from discipline-related problems (e.g., absenteeism, work rule infractions, etc.). However, if the individual had a good work record and the resignation resulted from incompatibility with the nature of the work (e.g., Forestry Trainee having difficulty working in trees) then the individual could be accepted for other examinations at any time.

Individuals who are rejected from the application process based on this policy do not have appeal rights for that rejection under Rule III, Section 8 of the Civil Service Rules. Individuals who are allowed to reapply and are placed on eligible lists may later be disqualified in accordance with other City Service Rules.

Questions about this policy may be directed to the Department of Employee Relations on 414.286.3374 or 414.286.2963.

Adopted: Board of City Service Commissioners, November 16, 1987

Revisions: June 24, 1988; December 19, 2000; March 12, 2013



BOARD OF CITY SERVICE COMMISSIONERS MINUTES



CSC virtual meeting of the Board of City Service Commissioners was held TUESDAY, April 20, 2021, at 1:30 pm.

Commissioners	Francis Bock, President Marilyn Miller, Vice President - Excused Steve Smith Janet Cleary Maria Monteagudo
Staff	Makda Fessahaye, CSC Secretary Patrick McClain, Assistant City Attorney Karen Biernat, Admin. Services Coordinator - Excused

A quorum being present, President Bock called the meeting to order at 1:35 pm.

The REGULAR MEETING MINUTES on April 6, 2021, were APPROVED.

(Commissioners Cleary/Monteagudo), Commissioner Smith abstained

The Commission TOOK NO ACTION on the CLASSIFICATION REPORT as the Milwaukee Health Department **WITHDREW** their request and may re-submit it at a future meeting.

Health Department

Current	Recommended
New Position	Public Health Nurse Supervisor PR 1EX (\$58,462 - \$81,844) Recruitment rate is \$68,021 (One Position)
New Position	Public Health Nurse Coordinator PR 2GN (\$51,469 - \$72,063) Recruitment rate is \$56,234 (One Position)

Note: Residents receive a rate that is 3% higher.

The Commission TOOK NO ACTION on the PROBATIONARY REPORT as submitted.

PUBLIC HEARING

The Commission APPROVED the communication from the City Attorney's Office to EXEMPT the position of Special Deputy City Attorney – Pay Range 1NX. (Tearman Spencer, CA, and Kimberly Walker, Special Deputy City Attorney, were present to answer questions on this item.)

(Commissioners Cleary/Smith, Unanimous)

The Commission APPROVED the communication from the Milwaukee Health Department to RE-EXEMPT the position of Violence Reduction & Prevention Program Director – Pay Range 1IX. (Rocio Serna, Human Resources Officer, was present to answer questions on this item.)

(Commissioners Smith/Cleary, Unanimous)

The Commission heard the DISCHARGE APPEAL of Mr. Dennis Bach, Special Equipment Operator III, DPW. The issue before the Commission was whether or not there was just cause for the action taken by the Department in accordance with s. 63.43 Wis. Stats.

The Appellant requested a hearing before the Commission. Mr. Bach was represented by Mark Delorme and Ken Wischer both from AFSCME 32.

The following witnesses were sworn in by the Court Reporter: Ken Wischer, AFSCME 32, Dennis Bach, Special Equipment Operator III, DPW, and Dan Thomas, Administrative Services Director.

All testimony was taken by a court report and all exhibits and stipulations presented were reflected as part of the record.

The Commission moved into closed session at 2:21 pm., pursuant to S. 19.85(1)(a), Wis. Stats., which states that upon motion there be a closed session for the purpose of deliberation individually on the appeal heard by the City Service Commission.

(Commissioners Smith/Monteagudo, Roll Call)

The Commission reconvened into open session at 2:46 pm.

After hearing all of the testimony and based upon a preponderance of the evidence presented that the decision to DISCHARGE the Appellant was UPHOLD.

(Commissioners Smith/Cleary, unanimous)

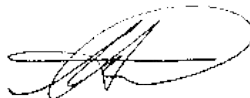
There being no further business, the meeting adjourned at 2:51 p.m.

(Commissioner Cleary/Monteagudo, unanimous)

ATTEST:



FRANCIS BOCK
PRESIDENT



MAKDA FESSAHAYE
DIRECTOR
DEPARTMENT OF EMPLOYEE RELATIONS



City of Milwaukee

200 E. Wells Street
Milwaukee, Wisconsin
53202

Meeting Minutes - Final

BOARD OF CITY SERVICE COMMISSIONERS

Frank Bock, President
Marilyn Miller, Vice President

Commissioners Janet Cleary, Maria Monteagudo, and Steve Smith

Makda Fessahaye, Executive Secretary
Patrick McClain, Assistant City Attorney

*Administrative Services Coordinator Karen Biernat 286-3398,
klbiern@milwaukee.gov*

Tuesday, May 18, 2021

1:30 PM

Virtual

1. Call to Order

This meeting was called to order at 1:30 p.m.

2. Roll Call

Present 5 - Bock, Miller, Smith, Cleary and Monteagudo

3. [210136](#) Communication relating to the minutes of the Board of City Service Commissioners meeting held on May 5, 2021.

Attachments: [CSC Minutes - 5.4.2021.pdf](#)

Approved with the following amendment:

The date of the meeting was actually May 4, 2021.

APPROVED

Aye 4 - Bock, Miller, Smith and Cleary

No 0

Abstain 1 - Monteagudo

4. [210130](#) Communication relating to classification reports scheduled for City Service Commission action at the meeting of May 18, 2021.

Attachments: [Chart of Classifications MPL and ERS.pdf](#)
[ERS Report - Network Administrator.pdf](#)
[Classification Report -MPL - Various Positions REV.2.pdf](#)

Appearing:

Ms. Sarah Trotter, Department of Employee Relations, presented the classification report to the Commission.

APPROVED

Aye 5 - Bock, Miller, Smith, Cleary and Monteagudo

No 0

5. [210131](#) Communication relating to classification reports of probationary service scheduled for City Service Commission action at the meeting of May 18, 2021.

Attachments: [Probationary Period Recommendation Report_Rev.1..pdf](#)

Appearing:

Ms. Sarah Trotter, Department of Employee Relations, presented the probationary report to the Commission.

PLACED ON FILE

Aye 5 - Bock, Miller, Smith, Cleary and Monteagudo

No 0

6. [210133](#) Communication from Mr. Ken Wischer, AFSCME, relating to waiver of one-year waiting period for re-application for certain positions.

Attachments: [Communication-From Ken Wischer to Waive Reinstatement Request.pdf](#)

Appearing:

Mr. Ken Wischer

Mr. Dennis Bach

Waiver approved only for Mr. Dennis Bach to re-apply for non-C.D.L. City of Milwaukee positions.

APPROVED

Aye 5 - Bock, Miller, Smith, Cleary and Monteagudo

No 0

7. [210132](#) Communication from the Milwaukee Water Works relating to the extension of the temporary appointment of Rod Nowak.

Attachments: [Communication from MWW for an Extension of Temp. Appt. Rod Nowak \[Redacted\]](#)

Appearing:

Mr. Patrick Pauly

Approved for eight weeks, retroactive to March 28, 2021, and ending June 1, 2021.

APPROVED

Aye 5 - Bock, Miller, Smith, Cleary and Monteagudo

No 0

8. [210134](#)

Communication from the Department of Neighborhood Services relating to the extension of probationary period for Mr. David Garces.

Attachments: [Communication-From DNS for an Extension of Probationary David Garces.DNS..pdf](#)
[DNS Follow-up documentation per CSC 5.18.2021.pdf](#)

Appearing:

Ms. Sha Nese Burnell-Jones

Mr. Mark Gardetto

Approved with a recommendation to the department to update its letter reflecting the new information in which Mr. David Garces received his last certification on May 13, 2021, one day after his probation was to expire. The extension is needed to allow the department time to assess the full duties of his position.

APPROVED

Aye 5 - Bock, Miller, Smith, Cleary and Monteagudo

No 0

9. **Adjournment**

This meeting was adjourned at 2:10 p.m.

In the event that Common Council members who are not members of this committee attend this meeting, this meeting may also simultaneously constitute a meeting of the Common Council or any of the following committees: Community and Economic Development, Finance and Personnel, Judiciary and Legislation, Licenses, Public Safety and Health, Public Works, Zoning, Neighborhoods & Development, and/or Steering and Rules. Whether a simultaneous meeting is occurring depends on whether the presence of one or more of the Common Council member results in a quorum of the Common Council or any of the above committees, and, if there is a quorum of another committee, whether any agenda items listed above involve matters within that committee's realm of authority. In the event that a simultaneous meeting is occurring, no action other than information gathering will be taken at the simultaneous meeting.

Upon reasonable notice, efforts will be made to accommodate the needs of persons with disabilities through sign language interpreters or auxiliary aids. For additional information or to request this service, contact the Secretary to the City Service Commission at 286-3335, (FAX) 286-0800, (TDD) 286-2960 or by writing to the Secretary at Room 706, City Hall, 200 E. Wells Street, Milwaukee, WI 53202.

Limited parking for persons attending meetings in City Hall is available at reduced rates (5 hour limit) at the Milwaukee Center on the southwest corner of East Kilbourn and North Water Street. Parking tickets must be validated in the first floor Information Booth in City Hall.

Persons engaged in lobbying as defined in s. 305-43-4 of the Milwaukee Code of Ordinances are required to register with the City Clerk's Office License Division. Registered lobbyists appearing before a Common Council committee are required to identify themselves as such. More information is available at <http://city.milwaukee.gov/Lobbying>.