

## Milwaukee Fire Department Return to Work Program

In February, 2009, the Milwaukee Fire Department implemented the Return to Work Program (RTW). The program was designed to offer injured firefighters the opportunity to return to work on a restricted basis and engage in meaningful tasks on a nine-hour or twenty-four-hour basis, based on the recommendation of their personal physician. The RTW maintains an active relationship between the department and injured members. To date the program has yielded the following results:

1. Provide injured members with resources to enhance rehabilitation and physical fitness.
  2. Facilitate injured members' return to full duty.
  3. Improve services for the City of Milwaukee.
- To date, 64 employees have participated in the program from February through September of 2009 (Figure 1).
  - To date, over 505, 24-hour shifts have been restored as a result of the program (Figure 1).
  - To date, over 12,121 hours have been restored as a result of the program (Figure 1).
  - To date, over \$286 million dollars have been restored to the operating budget as work hours as a result of the program (Figure 2).

Figure 1. Return to Work Participation

RANK	# Positions	# RTW Participants	RTW Participation as % of Jobforce	# RTW Hours	# 24hr Shifts Restored
HEO's	183	14	7.65%	2,990.00	124.58
Firefighters	482	31	6.43%	5,109.00	212.88
Fire Para	53	5	9.43%	330.00	13.75
Para Fld Lt	6	2	33.33%	1,185.00	49.38
Fire Para Fld Lt	15	1	6.67%	171.00	7.13
Fire Lt	157	9	5.73%	2,016.00	84.00
Fire Capt	54	2	3.70%	320.00	13.33
	950	64	6.74%	12,121.00	505.04

Figure 2. Fire Department Salaries

