

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46

A report from the Director, Department of Health and Human Services, requesting to implement a \$2.75 per hour premium pay increase for Adult Protective (APS) staff in DHHS utilizing funding authorized under the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act of 2021, by recommending adoption of the following:

A REVISED RESOLUTION

WHEREAS, the State of Wisconsin's (the State) county-based Adult Protective Services (APS) system has experienced a dramatic increase in the complexity and severity of cases of abuse, neglect, self-neglect, and financial exploitation during the Coronavirus Disease (COVID-19) pandemic; and

WHEREAS, policies designed to slow the spread of COVID-19, and protect older adults and other individuals at risk from disease, have also served to socially isolate them from persons in a position to observe and report abuse, while at the same time, limitations on face-to-face consultations and other in-person activity by APS professionals, which serve to keep both clients and workers safe, have hampered the system's ability to investigate abuse and provide protections for its clients; and

WHEREAS, to date, the Department of Health and Human Services (DHHS) APS Program has received over 4,500 calls in 2021, and has experienced a 45 percent increase in financial exploitation cases of older adults age 60 and over; and

WHEREAS, this additional workload demand, coupled with a competitive job market, has resulted in challenges filling and retaining APS staff, which is a concern given the statutorily required 48-hour response time requirement for referrals; and

WHEREAS, as a result, staff vacancies have required existing staff to work overtime to keep up with the increased number of cases; and

WHEREAS, funding has been appropriated under the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act of 2021, Public Law 116-260, for activities authorized under the Elder Justice Act, Section 2042(b) of Title XX of the Social Security Act, and the State received an allocation of \$1.15 million for distribution to county APS lead agencies; and

WHEREAS, of the total \$1.15 million allocated to the State, DHHS was awarded \$169,295, and there is no match requirement; and

WHEREAS, effective September 2, 2021, a Vaccine Mandate for Milwaukee County (the County) was issued by the County Executive, as detailed within Administrative Order 21-3v1 (the Order); and

47 WHEREAS, at its meeting on November 4, 2021, the Milwaukee County Board of
48 Supervisors voted in support of the Order, which requires vaccination by October 1,
49 2021, against COVID-19 for employees, contractors, and those accepting employment
50 with the County unless an exemption has been granted for medical reasons or
51 sincerely-held religious beliefs; and

52
53 WHEREAS, employees who fail to comply with the Order for the County are
54 subject to escalating consequences for non-compliance, including limitations on pay
55 increases; and

56
57 WHEREAS, the Committee on Personnel, at its meeting of December 6, 2021,
58 recommended adoption of File No. 21-1001 (vote 5-0); now, therefore,

59
60 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)
61 hereby authorizes a \$2.75 per-hour premium pay increase, retroactive to October 1,
62 2021, through December 31, 2021, for the following classifications of positions within
63 the Department of Health and Human Services (DHHS) Adult Protective Services (APS)
64 Program: Human Service Worker, Human Service Worker - Aging, Disabilities Services
65 Coordinator, Elder Abuse Prevention Coordinator, Paralegal, Unit Supervisor, and
66 Registered Nurse 2; and

67
68 BE IT FURTHER RESOLVED, APS staff who are non-compliant with Milwaukee
69 County's (the County) Vaccine Mandate, that is employees who have not completed a
70 full vaccine series and do not have an approved accommodation, will not qualify for the
71 premium pay increase; and

72
73 BE IT FURTHER RESOLVED, if an APS employee comes into compliance with
74 the Vaccine Mandate after October 1, 2021, the employee will qualify for the premium
75 pay starting the following pay period after they are confirmed to become compliant; and

76
77 BE IT FURTHER RESOLVED, the Office of Performance, Strategy, and Budget,
78 Department of Administrative Services, and the Office of the Comptroller are authorized
79 to provide an administrative appropriation transfer in the amount of \$23,446 to the
80 appropriate salary accounts for DHHS, and to recognize funding in the same amount
81 from the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act
82 of 2021; and

83
84 BE IT FURTHER RESOLVED, this action to provide a \$2.75 per-hour premium
85 pay increase to APS staff in compliance with the Vaccine Mandate for the County is to
86 become effective retroactive to October 1, 2021, and to remain in place through
87 December 31, 2021; and

88
89 BE IT FURTHER RESOLVED, the action to provide a \$2.75 per hour premium
90 pay increase to APS staff who comply with the Vaccine Order for the County may be
91 paid retroactively to October 1, 2021, if necessary, depending upon County Board
92 approval dates, eligibility reviews, payroll processing times, and other factors.

93

94

95 srb

96 12/06/2021

97 S:\Committees\2021\Dec\PER\Resolutions\21-1001 DHHS \$2.75 Premium Pay Increase APS REVISED.docx