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A report from the Director, Department of Health and Human Services, requesting to implement a short-term and retroactive \$2.75 per hour premium pay increase for Adult Protective Services (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:

AN AMENDED 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 the COVID-19 pandemic 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 APS system’s ability to investigate abuse and provide protections for its clients; and

WHEREAS, to date, the APS Program, Department of Health and Human Services (DHHS), has received over 3,000 calls in 2022, and has experienced a 48 percent increase in financial exploitation cases of older adults aged 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 \$71,862, 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 Vaccine Order); and

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

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

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57 WHEREAS, the Committee on Personnel (Personnel), at its meeting of May 17,
58 2022, recommended adoption of File No. 22-562 (vote 5-0) as amended; and

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60 WHEREAS, the Committee on Finance, at its meeting of May 19, 2022,
61 **CONCURRED** with the actions of Personnel to recommend adoption of File No. 22-562
62 as amended (vote 7-0); now, therefore,

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64 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)
65 hereby authorizes a \$2.75 per-hour premium pay increase retroactive to January 1,
66 2022, through March 31, 2022, for the following classifications of positions within the
67 Adult Protective Services (APS) Program, Department of Health and Human Services
68 (DHHS): Human Service Worker, Human Service Worker - Aging, Disabilities Services
69 Coordinator, Elder Abuse Prevention Coordinator, Paralegal, Unit Supervisor,
70 Community Intervention Specialist, and Registered Nurse 2; and

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

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77 BE IT FURTHER RESOLVED, if an APS employee comes into compliance with
78 the Vaccine Mandate after January 1, 2022, the employee will qualify for the premium
79 pay starting the following pay period after they are confirmed to become compliant; and

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81 BE IT FURTHER RESOLVED, the Office of Strategy, Budget, and Performance,
82 and the Office of the Comptroller are authorized to provide an administrative
83 appropriation transfer in the amount of \$25,009 to the appropriate salary accounts for
84 DHHS, and to recognize funding in the same amount from the Coronavirus Response
85 and Relief Supplemental Appropriations Act of 2021; and

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87 BE IT FURTHER RESOLVED, this action to provide a \$2.75 per-hour premium
88 pay increase to APS staff in compliance with the Vaccine Order for the County is to
89 become effective retroactive to January 1, 2022, and to remain in place through
90 March 31, 2022; and

91

92 BE IT FURTHER RESOLVED, the action to provide a \$2.75 per-hour premium
93 pay increase to APS staff who comply with the Vaccine Order for the County **may shall**
94 be paid retroactively to January 1, 2022, if **they are an active employee on the date**
95 **this resolution is adopted necessary, depending upon County Board approval**
96 **dates, eligibility reviews, payroll processing times, and other factors.**

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05/19/2022
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