

1 Supervisor Nicholson, Chairperson,
2 By the Committee of the Whole reporting on:

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4 File No. 20-359

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6 A resolution by the Committee of the Whole relating to an informational report update
7 regarding layoffs, furloughs, work share, and hazard pay

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9 **A RESOLUTION**

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11 WHEREAS, Milwaukee County government and its employees have been
12 severely harmed by the COVID-19 pandemic; and

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14 WHEREAS, many Milwaukee County employees are considered essential,
15 including, but not limited to, correctional officers, Sheriff deputies, and medical staff, and
16 are required to report to normal duty, while facing an increased risk of contracting
17 COVID-19; and

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19 WHEREAS, the Milwaukee County Board of Supervisors adopted File No. 20-
20 288 requesting the Department of Administrative Services, the Office of the Comptroller,
21 and all relevant departments prepare a plan for hazard pay and identify employees that
22 would qualify for additional compensation due to COVID-19; and

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24 WHEREAS, employees considered non-essential are teleworking, if able, per the
25 March 18, 2020 Administrative Order 20-6v1; and

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27 WHEREAS, the Department of Human Resources detailed in a May 5, 2020
28 report that:

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- 31 • 253 employees are on indefinite furlough and do not work or receive a
32 paycheck. They are expected to return to work and are not separated from
33 benefits, although they are billed for benefits. They can apply for
34 unemployment.
 - 35 • 37 employees are on intermittent furlough and work reduced hours. They
36 are paid for hours worked and are benefit eligible. They can apply for
37 unemployment.
 - 38 • 484 employees are on a work share furlough, which is a federally
39 sponsored program similar to intermittent furlough. They are benefit
40 eligible and a department must submit a work share plan to the
41 Department of Workforce Development for approval to participate in the
42 program.

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45 WHEREAS, on April 19, 2020, Administrative Order 20-12v2 was issued to
 46 provide premium pandemic pay for employees supporting operations with increased
 47 exposure and risk to COVID-19; and
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49 WHEREAS, the pandemic pay structure is as follows:
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51 **COVID-19 Premium Pandemic Pay Structure (FLSA Eligible Positions)**
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Level	COVID-19 Premium Pandemic Pay	Qualifier
Tier I	\$2.00 per hour	Risk of exposure to COVID-19 may increase or decrease during the workday.
Tier II	\$3.00 per hour	Risk of exposure to COVID-19 is constant and can increase during the workday.

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COVID-19 Premium Pandemic Pay Structure (Non-FLSA Positions)

Level	COVID-19 Premium Pandemic Pay	Qualifier
Tier I	\$80.00 per week	Risk of exposure to COVID-19 may increase or decrease during the workday.
Tier II	\$100.00 per week	Risk of exposure to COVID-19 is constant and can increase during the workday.

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WHEREAS, the following roles are exemptions to Premium Pandemic Pay:

- Employees who are exclusively performing their roles remotely via teleworking practices
- Certain roles that are at higher compensation rates
- Employees on any sort of paid leave of absence

; and

68 WHEREAS, the following roles are included in the Premium Pandemic Pay
 69 Compensation Plan:
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Agency	Job Title	Facility	Level	FLSA
House of Corrections	Corr Offcr Lt	HOC	Tier I	Yes
House of Corrections	Correction Manager	HOC	Tier I	No

House of Corrections	Program Lieutenant	HOC	Tier I	Yes
House of Corrections	Corr Offcr Truck Driver	HOC/Community	Tier I	Yes
House of Corrections	Corr Offcr 1 NM	HOC	Tier II	Yes
House of Corrections	Correctional Officer Sergeant	HOC	Tier II	Yes
House of Corrections	Facilities Mtce Wrkr-HOC (LPL)	HOC	Tier II	Yes
House of Corrections	Electrical Mech	HOC	Tier II	Yes
House of Corrections	Mechanic Maintenance Supt HOC	HOC	Tier II	No
House of Corrections	Plumber	HOC	Tier II	Yes
House of Corrections	Supervisor Office Management	HOC	Tier I	No
House of Corrections	Laundry Clothing Production Assistant	HOC	Tier II	Yes
House of Corrections	Laundry Clothing Production Supervisor	HOC	Tier II	Yes
House of Corrections	Laundry Supervisor	HOC	Tier II	Yes
House of Corrections	Inventory Clerk	HOC	Tier II	Yes
House of Corrections	Stores Clerk I	HOC	Tier I	Yes
House of Corrections	Mechanic	HOC	Tier II	Yes
House of Corrections	Heating Equip Mechanic	HOC	Tier II	Yes
House of Corrections	Assistant Executive	HOC	Tier II	Yes
Sheriff	Store Clerks I, II, III	CJF	Tier I	Yes
Sheriff	Clerical Asst 2 NM/Clerical Asst 2 Hrly	CJF	Tier I	Yes
Sheriff	Fiscal Asst I NM	CJF	Tier I	Yes
Sheriff	Supervisor Office Manager	CJF	Tier I	Yes
Sheriff	Correctional Officer 1 Sheriff NM/Corr Offcr 1 DOT	CJF	Tier II	Yes
Sheriff	Correction Manager	CJF	Tier II	No
Sheriff	Correctional Officer Lieutenant	CJF	Tier II	Yes

Sheriff	Deputy Sheriff Lieutenant	CJF	Tier II	No
Sheriff	Sheriffs Dept Captain	CJF	Tier II	No
Sheriff	Deputy Sheriff Lieutenant	Community	Tier II	No
Sheriff	Sheriffs Dept Captain	Community	Tier II	No
Sheriff	Public Safety Officer	CJF/Courthouse	Tier II	Yes
Sheriff	Supervisor Public Safety	CJF/Courthouse	Tier II	No
Sheriff	Admin Asst. – 3 rd Shift	CJR	Tier I	Yes
Medical Examiner	Forensic Investigator	Med Examiner/Community	Tier II	Yes
Medical Examiner	Lead Forensic Investigator	Med Examiner/Community	Tier II	Yes
Medical Examiner	Forensic Assistant	Med Examiner	Tier II	Yes
DHHS – DYFS	Youth Correctional Officer/Youth Correctional Officer BL	Youth Det	Tier II	Yes
DHHS – DYFS	Supervisor Juvenile CoOfficer	Youth Det	Tier II	Yes
DHHS – DYFS	RN 1, 2, 3	Youth Det	Tier II	Yes
DHHS – Housing	Assit Administrator Housing Homeless	Community	Tier I	No
DHHS – Housing	Quality Strategy Coordinator	Community	Tier I	No
DHHS – Housing	Housing Inspector	Community	Tier II	No
DHHS – Housing	Community Intervention Specialist	Community	Tier II	Yes
DHHS – Housing	Lead Community Intervention Specialist	Community	Tier II	No
DHHS – Housing	Sr. Real Estate Project Manager	Community	Tier II	No
BHD	Nurses (RN, RN Educator, RN Infection Control, RN Utilization Review, RN Pool)	BHD	Tier II	Yes
BHD	Psychology Postdoc Fellow	BHD	Tier I	Yes
BHD	Worker Psych Social	BHD	Tier II	Yes
BHD	Certified Nursing Assistant, CAN Pool	BHD	Tier II	Yes
BHD	Psych Tech	BHD	Tier II	Yes
BHD	Advanced Nurse Prescriber/Advance Nurse Prescriber Pool	BHD	Tier II	Yes
BHD	Adv Nurse Presriber – Psych	BHD	Tier II	No

BHD	Therapist Occupational/Therapist Occupational Pool/Therapist Music	BHD	Tier II	Yes
BHD	Health Unit Coordinators	BHD	Tier I	Yes
BHD	Clinician Emergency Services	BHD	Tier I	Yes
BHD	Lead Emergency SVC Clinician	BHD	Tier I	Yes
BHD	Clinician Emergency Serv Hrly	BHD	Tier I	Yes
BHD – Crisis/Community	Psychological Associate	BHD/Community	Tier I	No
BHD – Crisis/Community	Coordinator Care Management	BHD/Community	Tier I	No
BHD – Crisis/Community	Housekeepers	BHD/Community	Tier I	Yes
BHD – Crisis/Community	Clerk Outpatient Admitting	BHD/Community	Tier II	Yes

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WHEREAS, the estimated financial impact of Premium Pandemic Pay and furloughs and work share savings are as follows:

Item	Estimated Financial Impact
Premium Pandemic Pay	\$698,778
Premium Pandemic Pay Federal Reimbursement	(\$698,778)
Furlough/Work Share Savings	(\$3,258,741)
Total	(\$3,258,741)

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WHEREAS, the Milwaukee County Board of Supervisors, according to §§ 59.22(2) and 63.11 Wis. Stats. (for unclassified and classified employees, respectively) has the responsibility for setting compensation; and

WHEREAS, the Premium Pandemic Pay Compensation Plan constitutes a change in salary or additional compensation for many Milwaukee County employees; now, therefore,

BE IT RESOLVED, that the Milwaukee County Board of Supervisors hereby asserts its responsibility and authority per §§ 59.22(2) and 63.11 Wis. Stats. to review and approve any supplemental pay related to the COVID-19 pandemic, or for any other reason, including the Premium Pandemic Pay Compensation Plan; and

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92 BE IT FURTHER RESOLVED, that the Milwaukee County Board of Supervisors
93 hereby approves the Premium Pandemic Pay Compensation Plan as outlined in this
94 resolution above, including pay structures for FSLA and non-FSLA positions and roles
95 included in those plans, and authorizes the Office of the Comptroller to make the
96 supplemental payments to the authorized employees; and

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98 BE IT FURTHER RESOLVED, that the Milwaukee County Board of Supervisors
99 hereby requests that any proposed changes to the Premium Pandemic Pay
100 Compensation Plan outlined in this resolution be submitted to the Board for review and
101 approval; and

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103 BE IT FURTHER RESOLVED, that changes to the Premium Pandemic Pay
104 Compensation Plan may be made on a temporary basis by the Director of Human
105 Resources, effective the date notice is made to the Office of the Comptroller and the
106 Chairperson of the Committee on Personnel, and such change must be formally
107 submitted to the Milwaukee County Board of Supervisors within five (5) business days
108 for review and approval for the supplemental pay to be continued.