

From the Chief Human Resources Officer, Department of Human Resources, requesting approval for the Risk Recognition Pay for High and Very High Risk Job Duties set forth by Administrative Order 20-16v1, by recommending adoption of the following:

A RESOLUTION

WHEREAS, Milwaukee County (the County) recognizes certain employees are likely to perform job duties that involve high or very high occupational risk exposure to Coronavirus Disease (COVID-19); and

WHEREAS, the County depends on certain employees who support operations with increased risk exposure to COVID-19, and depend on these employees to ensure critical operations in essential departments to continue uninterrupted; and

WHEREAS, the County will provide additional compensation in the form of Risk Recognition Pay (RRP) to employees for time spent performing job duties that fall into the High Exposure Risk or Very High Exposure Risk categories; and

WHEREAS, the Department of Human Resources has identified two levels: High Exposure Risk and Very High Exposure Risk, for which employees would be eligible for RRP as defined by the Occupational Safety and Health Association (OSHA); and

WHEREAS, the RRP pay structure is as follows:

COVID-19 RRP Structure (Fair Labor Standards Act [FLSA] Eligible Positions)

Risk Level	RRP Amount	Risk Level Definition
High Exposure Risk	\$2.00 per hour – for any hour spent performing high exposure risk duties	Duties require close contact with known COVID-19 positive individuals OR whose job duties require time spent in enclosed areas with known COVID-19 positive individuals.
Very High Exposure Risk	\$3.00 per hour – for any hour spent performing very high exposure risk duties	Duties require exposure to known or suspected sources of COVID-19 during specific medical, postmortem, or laboratory procedures.

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COVID-19 RRP Structure (Non-FLSA Positions)

Risk Level	RRP Amount	Risk Level Definition
High Exposure Risk	<p>\$80.00 per week – Prorated based on percentage of weekly work time spent performing high exposure risk duties:</p> <ul style="list-style-type: none"> • 25 percent of week = \$20 • 50 percent of week = \$40 • 75 percent of week = \$60 • 100 percent of week = \$80 	Duties require close contact with known COVID-19 positive individuals OR whose job duties require time spent in enclosed areas with known COVID-19 positive individuals.
Very High Exposure Risk	<p>\$100.00 per week – Prorated based on percentage of weekly work time spent performing very high exposure risk duties:</p> <ul style="list-style-type: none"> • 25 percent of week = \$25 • 50 percent of week = \$50 • 75 percent of week = \$75 • 100 percent of week = \$100 	Duties require exposure to known or suspected sources of COVID-19 during specific medical, postmortem, or laboratory procedures.

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; and

WHEREAS, the Committee on Personnel, at its meeting of September 15, 2020, recommended adoption of File No. 20-684 (vote 5-0); now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board) hereby approves the Risk Recognition Pay (RRP) for High and Very High Risk Job Duties Administrative Order 20-16v1, hereto attached to this file; and

BE IT FURTHER RESOLVED, the County Board approves the RRP until December 30, 2020, as specified in the updated Administrative Order.

srb
09/15/2020
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