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From the Executive Director of Parks seeking County Board approval to extend vacation and sick leave paid time off benefits on a pro-rated basis to seasonal employees whose benefit accruals were disrupted by the hiring freeze in 2020 caused by the COVID-19 pandemic, by recommending adoption of the following:

A RESOLUTION

WHEREAS, on March 13, 2020, a proclamation was issued declaring a public health emergency due to the Coronavirus Disease pandemic, and a subsequent administrative order related to fiscal actions was issued which, among other things, implemented a hiring freeze so that vacant positions would not be filled; and

WHEREAS, the hiring freeze that was implemented in 2020 resulted in a freeze on hiring seasonal employees within the Department of Parks, Recreation, and Culture (DPRC); and

WHEREAS, Chapter 17.182 of the Milwaukee County Code of General Ordinances, allows for seasonal Milwaukee County (the County) employees who work more than 1040 hours in one calendar year to become eligible for pro-rated vacation and sick paid time off the following year; and

WHEREAS, the County is currently basing the vacation and sick paid time in 2021 on the hours worked in 2020, which does not reflect a typical season due to the aforementioned conditions; and

WHEREAS, in support of fairness to these seasonal employees, and in the spirit of the authorizing County ordinance, DPRC seeks to extend this benefit to qualifying employees in 2021; and

WHEREAS, the Committee on Personnel, at its meeting of September 8, 2021, recommended adoption of File No. 21-764 (vote 5-0); now, therefore,

BE IT RESOLVED, the Department of Human Resources (DHR) and Department of Parks, Recreation, and Culture (DPRC) are hereby authorized to extend the paid time off benefits described in Chapter 17.182 of the Milwaukee County Code of General Ordinances, to DPRC seasonal employees in 2021 on a pro-rated basis, that is based upon hours worked in 2019 and not 2020; and

BE IT FURTHER RESOLVED, DHR may work with other Milwaukee County departments to address similar extension of benefits to seasonal employees in those areas, who were adversely impacted by the Coronavirus Disease pandemic.