

COUNTY OF MILWAUKEE
Inter-Office Communication

Date: February 18, 2022

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: The Office of the County Executive

Subject: Report from the Office of the County Executive, providing an information on current COVID-19 mitigation policies, and requesting adoption of a framework for mitigation measures for COVID-19 within the organization and facilities of Milwaukee County.

File Type: Action Report

REQUEST

Provide Supervisors with background information on currently operative Administrative Orders, and request adoption of a framework for mitigation measures for COVID-19 within the organization and facilities of Milwaukee County.

BACKGROUND

Throughout the pandemic, the goal of Milwaukee County’s COVID-19 pandemic management process has been to continue County government operations and critical services for its residents, while keeping its staff and participants, as well as the wider community, safe. Milwaukee County government has many public-facing operations, often interacts with particularly vulnerable individuals, and is responsible for several of the largest congregate facilities in the county. A comprehensive mitigation strategy is crucial to ensuring that Milwaukee County government can continue providing the critical services upon which many of our residents depend, while keeping employees and those service users as safe as possible from COVID-19.

Prior to the expiration of the Emergency Order, the following Administrative Orders are in place:

Milwaukee County COVID-19 Related Administrative Orders

Admin. Order Name	Last Updated	Purpose	Details	Approved by Board?	Future State
Vaccine Mandate for Milwaukee County Administrative order 21-3v3	1/18/2022	Details the County’s COVID-19 vaccination mandate for current and future employees Recently updated to mandate COVID-19 booster vaccinations for employees at its four high risk facilities	See the Comprehensive FAQ , updated 1/19/22	Yes – File No. 21-34, ‘By the Committee’ Resolution	Work rule – Human Resources
COVID-19 Public Health Emergency	7/15/2021	Defines circumstances when employees, contractors and	<ul style="list-style-type: none">Visitor Health Screening	No	Facilities rule – DAS-Facilities

Admin. Order Name	Last Updated	Purpose	Details	Approved by Board?	Future State
COVID-19 Health Screening Policies and Procedures Administrative Order 20-17v4		visitors should be screened for COVID-19 Symptoms, Confirmed Cases, and Exposures and establishes procedures for conducting such screening.	Questionnaire – typically posted at entrances <ul style="list-style-type: none"> • Screening Questionnaire – online • Health Screening FAQs 		
Universal Face Mask Policy and Procedures Administrative Order 20-14v8	1/7/2022	Outlines expectations for mask wearing for Milwaukee County employees, contractors, vendors, volunteers, service users, visitors, the general public, and all others entering or working in Milwaukee County facilities, grounds, or other places where County services are delivered.	Milwaukee County purchased KN95 masks in January, in the process of distributing them to employees, free-of-charge	No	Facilities rule – DAS-Facilities
In-Person Workers: Social Distancing and Symptomatic Employees and Contractors Administrative Order 20-4v1	3/16/2020	Provides guidelines for Social Distancing in the workplace and responding to symptomatic employees and contractors who have reported to work.		No	Facilities rule – DAS-Facilities
Procedures for Responding to Individuals with Confirmed Cases of, Symptoms of, or Exposure to COVID-19 Administrative Order 20-7v9	1/18/2022	Details for employees, and their supervisors how to respond to individuals with confirmed cases of COVID-19, with symptoms, and with exposure to COVID-19.	<ul style="list-style-type: none"> • Decision Tree: Exposure • Decision Tree: Symptoms • Decision Tree: Positive Test 	No	Work rule – Human Resources
Uses and Priority of Supply of Face Masks and Respirators	4/23/2020	Provides details for employee usage of face masks and respirators	Enacted early in pandemic, while PPE was scarce	No	Expire as an order, but maintain as a reference for employees on intranet
Telework Administrative Order 20-3v1	3/16/2020	Covers the definitions, expectations, guidelines, and procedures for employee teleworking		No	Replaced by Administrative Manual of Operating

Admin. Order Name	Last Updated	Purpose	Details	Approved by Board?	Future State
		during the public health emergency.			Procedures (AMOP), Chapter 02.20 Telework Policy
Expanded Paid Sick Leave Administrative Order 21-1v4	12/2/2021	Details the process for all Milwaukee County employees to receive an EPSL Bank with the designated number of hours based upon their employment status	Original EPSL bank mandated by act of Congress. Milwaukee County continued EPSL after Congressional mandate expired.	No	Scheduled to expire on March 31, 2022
Vaccin8: Milwaukee County Employee Vaccine Recognition Program Administrative Order 21-2v1	7/15/2021	COVID-19 vaccination recognition program for County employees	Vaccin8 program was incorporated into the Vaccine Mandate. The incentive ended on 12/31/21	No	Expired on 12/31/2021
Facility Capacity Limits Administrative Order 22-1	1/7/2022	Sets capacity limits to reflect the changing levels of disease in the community. Provides guidelines for indoor, outdoor, and rental spaces	Facility Capacity – By Risk Level & Type	No	Facilities Rule – DAS-Facilities
Service Risk Mitigation and Re-Opening Requirements Administrative Order 20-13v10	7/1/2021	Establishes the minimum requirements for operational risk mitigation and re-opening standards, as well as the governance for re-opening planning and service opening decisions. This order is subject to change as public health guidance evolves.		No	Facilities Rule – DAS-Facilities

COVID-19, remaining dynamic in nature, presents an ongoing challenge that requires an approach that can adapt with the changing nature of the virus. In light of this, the Administration respectfully requests approval of the following framework for an ongoing COVID-19 response within Milwaukee County government.

Under this proposed framework, the County will continue to inform its policies based on the Centers for Disease Control and Prevention (CDC) and the State of Wisconsin’s Department of Health Services (DHS) guidance. The proposed framework will move the County from issuing Administrative Orders under the authority of an Executive Emergency Order, to creating policies that reside within the Departments responsible for their county-wide implementation (to include Human Resources, Facilities Management, and others – represented by the *Future State* column in the table above). The policies will be updated based on COVID-19 conditions in the community, with changes taking effect when conditions improve or deteriorate.

The trigger for policy changes will be a combination of an objective measure: the [State of Wisconsin Disease Activity Composite Measure](#) (further description in Appendix), and subjective measures: considerations of the Milwaukee County Chief Health Policy Advisor and other public health experts (intended to capture factors not immediately recognizable in pure data, such as the emergence of new variants, hospital capacity considerations, trends both in the U.S. and globally, and others). These measures are shown in greater detail in the table below.

To ensure alignment across mitigation policies, a central workgroup will be established by the Administration that will meet regularly. This group will consist of leaders from Departments charged with implementation of these policies, including Human Resources, the Office of Corporation Counsel, the Chief Health Policy Advisor, and the Office of the County Executive. A designee of that workgroup will report to the appropriate Standing Committee of the Milwaukee County Board of Supervisors on the current state of mitigation measures at the County. The proposed levels and the types of policy responses are highlighted in the table below. Departments will develop specific policies based on these high-level guidelines.

Policy Area	Low Activity	Medium Activity	High/Very High Activity <i>(Here as of 2/18/22)</i>	Critically High Activity <i>(Here as of 1/6/22)</i>
Telework	Depts encouraged to follow long-term teleworking policies	Depts encouraged to bring back some staff as needed	Staff who can telework encouraged to do so	Access to facilities for essential staff only
Masking	Masking for those with symptoms	At department discretion for vaccinated staff; masks mandatory for unvaccinated staff	Masking for all staff at all times when on-site and in public areas	Masking for all staff at all times when on-site and in public areas
Facility Capacity	100% Capacity	100% Capacity	Decrease capacity as able given department discretion	Minimize capacity levels as able based on critical needs
Health Screening at Facilities	Self-screening for symptoms encouraged	Self-screening for symptoms encouraged	All staff entering facilities take online health screening	All staff entering facilities take online health screening
Cleaning Standards	Daily cleaning regimen	Daily cleaning regimen	Enhanced cleaning regimen in high volume spaces	Enhanced cleaning regimen in high volume spaces

Figure 1: The four-level mitigation matrix with mitigation procedures based on Disease Activity Composite Measure

The adoption of this matrix allows the team to adjust mitigation policies swiftly as conditions change in the community. This approach, coupled with regular reporting to the County Board, should allow the County's response to align with best practices and to be timely and transparent.

The Administration respectfully requests adoption of the COVID-19 Mitigation Framework as presented above. We value the partnership of the Milwaukee County Board as we navigate the ongoing pandemic, and adoption of this plan will signify a united effort to obtain the best possible outcomes in the face of the most significant public health event in living memory. This framework will allow County government to continue providing critical services while, most importantly, ensuring to the greatest extent possible the health and

well-being of our employees and constituents.

Related file No's:

File Nos. [21-34](#), [20-449](#), [20-684](#), [20-799](#),
[21-197](#), [21-918](#), [21-970](#), [21-1115](#)

ALIGNMENT TO STRATEGIC PLAN

Mitigating the spread of COVID-19, and thus preventing further death and long-term negative health effects, is one of the most meaningful steps that Milwaukee County government can take in service of our Vision to become the healthiest county in Wisconsin. While we must still address the disparities and negative health outcomes that are the result of decades of policy choices, COVID-19 is a clear and present danger to the health and well-being of our constituents and employees. The proposed framework not only works to address the health aspects of our strategic plan, but also will ensure that Milwaukee County is able to continue the work that our departments are undertaking to advance our strategic plan and work towards our Vision by providing critical services to our residents.

FISCAL EFFECT

See attached fiscal note.

TERMS

N/A

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ATTACHMENTS:

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Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk