

**Judiciary Committee Vaccine Mandate Update
Judiciary Committee Meeting – December 2, 2021**

Background

The Milwaukee County Vaccine Mandate information provided below is in response to Judiciary Committee questions posed at the October 29, 2021 Judiciary Committee Meeting. The information provided pertains solely to Milwaukee County employees.

Exemption Process

Employees requesting an exemption are required to indicate in Dayforce that they are requesting a medical or religious accommodation and obtain the appropriate form from their HR Business Partner. Medical and Religious request forms are pasted below.



MC-Covid-19

Vaccine Medical Acco



MC-Covid-19

Vaccine Religion_Cree

Completed forms are submitted to the appropriate HR Business Partner and routed for review as indicated below:

- Religious accommodation requests are reviewed by Chief Human Resources Officer Margo Franklin to determine whether the information provided by the employee reflects a sincere religious/creed-based objection to receiving the vaccine which must be accommodated consistent with federal and state law.
- Medical accommodation requests are reviewed by Benefits Director Tony Maze. Director Maze determines if medical exemption request is verified, and if the appropriate accommodation (if any) will be very fact specific based on the operational needs of the department, and the degree to which any accommodation may place an undue burden on the County. This approach is also consistent with federal and state law

As of November 28, 2021, 337 exemption accommodations have been requested. The table below provides additional exemption data. Employees are provided the opportunity to resubmit denied exemption requests.

<u>Exemption Type</u>	Exemption Status			TOTAL
	Exemptions Approved	Exemptions Pending	Exemptions Denied	
Medical	31	22	3	56
Religious	205	51	2	258
Type of Exemption Not Indicated	2	9	12	23
TOTAL	238	82	17	337

Staff Leaving/Retiring

- To date only one employee has explicitly said they are leaving County employment because of the mandate.

- An additional analysis of the 11/21 vaccine mandate data indicates that 23 employees who requested an exemption are no longer employed at the County. This may indicate that employees are leaving due to the mandate, but definitive correlations are difficult to determine
 - 4 had their forms denied
 - 13 had turned in a request, but never verified
 - 6 had exemption verified (so, unlikely this was the reason they left)

- Beginning December 1, 2021, a question related to the Vaccine Mandate is being added to the Exit Survey. This may provide additional information, but the response rate to the exit survey is typically very low.

Vaccine Mandate Consequences

- As of November 23, 2021, only 5 employees have been issued suspensions for non-compliance. No employees have been terminated because of the mandate. The number of suspensions may increase in the coming weeks as Department leaders consider this option
- Without a verified vaccination or approved medical or religious accommodation request, Corrections Officers, either at MCSO or HOC are not eligible for the \$3/hour premium pay differential
- Other non-compliance consequences include the following:
 - Starting Oct. 11, 2021, employees who are noncompliant will be ineligible for voluntary overtime or Risk Recognition Pay, when it is available.
 - Unpaid suspension for up to 10 days
 - Consideration of non-compliance as a factor when making decisions about promotions, hiring current employees into new positions at the County, or TAHCs
 - Consideration of non-compliance as a factor in DOSAA allocations
 - Starting Jan. 1, 2022, employees who are noncompliant and are enrolled in the County's healthcare will incur a \$20/pay period surcharge and employees working in the Behavioral Health Division (BHD) may be restricted from work until vaccination requirements are completed. Non-compliance may lead to separation.