

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

File No. 20-359

A resolution by the Committee of the Whole, relating to an informational report update regarding layoffs, furloughs, work share, and hazard pay, by recommending adoption of the following:

A RESOLUTION

WHEREAS, Milwaukee County (the County) government and its employees have been severely harmed by the coronavirus disease (COVID-19) pandemic; and

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

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

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

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

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

; and

WHEREAS, on April 19, 2020, Administrative Order 20-12v2 was issued to provide premium pandemic pay for employees supporting operations with increased exposure and risk to COVID-19; and

WHEREAS, the pandemic pay structure is as follows:

COVID-19 Premium Pandemic Pay Structure Fair Labor Standards Act (FLSA) (Eligible Positions)

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.

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.

; and

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

WHEREAS, the following roles are included in the Premium Pandemic Pay Compensation Plan:

Agency	Job Title	Facility	Level	FLSA
House of Corrections (HOC)	Correctional Officer Lieutenant	HOC	Tier I	Yes
HOC	Correctional Manager	HOC	Tier I	No
HOC	Program Lieutenant	HOC	Tier I	Yes
HOC	Correctional Officer Truck Driver	HOC/Community	Tier I	Yes
HOC	Correctional Officer 1 NM	HOC	Tier II	Yes
HOC	Correctional Officer Sergeant	HOC	Tier II	Yes
HOC	Facilities Maintenance Worker-HOC (LPL)	HOC	Tier II	Yes
HOC	Electrical Mechanic	HOC	Tier II	Yes
HOC	Mechanic Maintenance Supt HOC	HOC	Tier II	No
HOC	Plumber	HOC	Tier II	Yes
HOC	Supervisor Office Management	HOC	Tier I	No
HOC	Laundry Clothing Production Assistant	HOC	Tier II	Yes
HOC	Laundry Clothing Production Supervisor	HOC	Tier II	Yes
HOC	Laundry Supervisor	HOC	Tier II	Yes
HOC	Inventory Clerk	HOC	Tier II	Yes
HOC	Stores Clerk I	HOC	Tier I	Yes
HOC	Mechanic	HOC	Tier II	Yes
HOC	Heating Equipment Mechanic	HOC	Tier II	Yes
HOC	Assistant Executive	HOC	Tier II	Yes
Sheriff	Store Clerks I, II, III	Criminal Justice Facility (CJF)	Tier I	Yes
Sheriff	Clerical Assistant 2 NM/Clerical Assistant 2 Hourly	CJF	Tier I	Yes
Sheriff	Fiscal Assistant I NM	CJF	Tier I	Yes
Sheriff	Supervisor Office Manager	CJF	Tier I	Yes

Agency	Job Title	Facility	Level	FLSA
Sheriff	Correctional Officer 1 Sheriff NM/Correctional Officer 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	Administrative Assistant – 3 rd Shift	CJF	Tier I	Yes
Medical Examiner	Forensic Investigator	Medical Examiner/Community	Tier II	Yes
Medical Examiner	Lead Forensic Investigator	Medical Examiner/Community	Tier II	Yes
Medical Examiner	Forensic Assistant	Med Examiner	Tier II	Yes
Department of Health and Human Services (DHHS) – Department of Youth and Family Services (DYFS)	Youth Correctional Officer/Youth Correctional Officer	Youth Detention	Tier II	Yes
DHHS – DYFS	Supervisor Juvenile Correctional Officer	Youth Detention	Tier II	Yes
DHHS – DYFS	Registered Nurse (RN) 1, 2, 3	Youth Detention	Tier II	Yes
DHHS – Housing	Assistant 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	Senior Real Estate Project Manager	Community	Tier II	No
Behavioral Health Division (BHD)	Nurses (RN, RN Educator, RN Infection Control, RN Utilization Review, RN Pool)	BHD	Tier II	Yes

Agency	Job Title	Facility	Level	FLSA
BHD	Psychology Postdoctorate Fellow	BHD	Tier I	Yes
BHD	Worker Psychology Social	BHD	Tier II	Yes
BHD	Certified Nursing Assistant (CAN) Pool	BHD	Tier II	Yes
BHD	Psychology Technician	BHD	Tier II	Yes
BHD	Advanced Nurse Prescriber/Advance Nurse Prescriber Pool	BHD	Tier II	Yes
BHD	Advanced Nurse Prescriber – Psychologist	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 Services Clinician	BHD	Tier I	Yes
BHD	Clinician Emergency Hourly	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

; and

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)

; and

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84 WHEREAS, the County Board, according to Chapters 59.22(2) and 63.11,
85 Wisconsin State Statutes, (for unclassified and classified employees, respectively) has
86 the responsibility for setting compensation; and
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88 WHEREAS, the Premium Pandemic Pay Compensation Plan constitutes a
89 change in salary or additional compensation for many County employees; and
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91 WHEREAS, the Committee of the Whole, at its meeting of May 14, 2020,
92 recommended adoption of the By the Committee resolution associated with File No.
93 20-359 (vote 18-0); now, therefore,
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95 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)
96 hereby asserts its responsibility and authority per Chapters 59.22(2) and 63.11,
97 Wisconsin State Statutes, to review and approve any supplemental pay related to the
98 coronavirus disease (COVID-19) pandemic, or for any other reason, including the
99 Premium Pandemic Pay Compensation Plan; and
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101 BE IT FURTHER RESOLVED, the County Board hereby approves the Premium
102 Pandemic Pay Compensation Plan as outlined in this resolution above, including pay
103 structures for Fair Labor Standards Act (FSLA) and non-FSLA positions and roles
104 included in those plans, and authorizes the Office of the Comptroller to make the
105 supplemental payments to the authorized employees; and
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107 BE IT FURTHER RESOLVED, the County Board hereby requests that any
108 proposed changes to the Premium Pandemic Pay Compensation Plan outlined in this
109 resolution be submitted to the County Board for review and approval; and
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111 BE IT FURTHER RESOLVED, that changes to the Premium Pandemic Pay
112 Compensation Plan may be made on a temporary basis by the Chief Human Resources
113 Officer, Department of Human Resources, effective the date notice is made to the Office
114 of the Comptroller and the Chairperson of the Committee on Personnel, and such
115 change must be formally submitted to the County Board within five business days for
116 review and approval for the supplemental pay to be continued.
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