



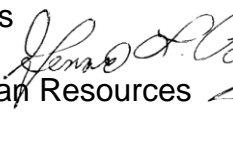
*Milwaukee County*  
**Department of Human Resources**  
INTER-OFFICE COMMUNICATION

File 22-571

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Date: April 22, 2022

To: Chairwoman Marcelia Nicholson, County Board of Supervisors

From: Genaro Baez, Director HR Operations/TA/L&D, Dept. of Human Resources 

Subject: **From the Director HR Operations, Talent Acquisition and Learning & Development, Department of Human Resources, requesting authority to execute a three-year contract, with two optional one-year renewals, with Aurora Health Care for the provision of occupational health services**

File Type: Action Report

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**REQUEST**

Milwaukee County requires pre-employment physical assessments for a variety of positions, including Correctional Officers, Airport Firefighters, and certain health professionals and highway personnel, among others. Additionally, a number of active employees are required to participate in ongoing occupational health evaluations such as maintaining current vaccinations or mandatory random drug testing. The Department of Human Resources requests authorization to execute a fee-for-service based three-year contract, with two optional one-year renewals Human Resources requests to remove the annual not-to-exceed level of \$160,000 previously included in File 22-157 based upon recommendations of expanded screenings by the Risk division of DAS as per findings of their audit. Finally, Human Resources requests authorization to pay for screening services rendered by Aurora in 2021 and during 2022 while the new contract is being finalized. with Aurora Health Care for the provision of occupational health services.

**POLICY**

Administrative Manual Operating Procedure (AMOP)	<a href="#">02.04.03</a>
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**BACKGROUND**

Occupational health evaluations serve several important functions for Milwaukee County. First and foremost, many of the evaluations are required by state and/or federal law and failure to conduct the health assessments could put state and/or federal revenue at risk. Additionally, the evaluations mitigate risk by establishing baseline physical assessments and ensuring job candidates are physically capable of performing the functions of the job. Further, occupational health evaluations serve to protect the public through vaccination management to prevent infectious diseases in health care, as well as ongoing random drug testing for vehicle or heavy equipment operators in the County.

### **ALIGNMENT TO STRATEGIC PLAN**

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest “upstream” to address root causes of health disparities
- 3B: Enhance the County’s fiscal health and sustainability
- 3C: Dismantle barriers to diverse and inclusive communities

### **FISCAL EFFECT**

The contract is structured as a fee-for-service arrangement. Consequently, the actual expenditure will vary based on utilization. Based on analysis from the Risk team under DAS, screenings to cover hearing, blood borne pathogens and respiratory will be added on a rolling basis.

### **TERMS**

Request for authorization to purchase a fee-for-service based contract with Aurora Health Care for the provision of occupational health services for January 1, 2022 – December 31, 2024, with two optional one-year renewals.

### **VIRTUAL MEETING INVITES**

Margo Franklin, Chief Human Resources Officer, Department of Human Resources  
Genaro Baez, Director HR Operations & Talent Acquisition, Department of Human Resources

### **PREPARED BY:**

Genaro Baez, Director HR Operations & Talent Acquisition, Department of Human Resources

### **APPROVED BY:**

Genaro Baez, Director HR Operations & Talent Acquisition, Department of Human Resources

### **ATTACHMENTS:**

Resolution  
Fiscal Note

CC: County Executive David Crowley  
Mary Jo Meyers, Chief of Staff, County Executive's Office  
Margo Franklin, Chief Human Resources Officer  
Margaret Daun, Corporation Counsel  
Supervisor Jason Haas, Chair, Finance & Audit Committee  
Supervisor Eddie Cullen, Chair, Personnel Committee  
Scott Manske, Comptroller  
Stephen Cady, Comptroller's Office  
Aaron Hertzberg, Director, DAS  
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk  
CJ Pahl, Budget & Management Coordinator, Comptroller's Office