



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

File 22-823

Date: June 24, 2022

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

From: Margo Franklin, Chief Human Resources Officer, Department of Human Resources
Dean Legler, Director of Compensation/HRIS, Department of Human Resources

Subject: From the Chief Human Resources Officer and the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Approval of Midyear 2022 Lump Sum Payments for Milwaukee County Employees

File Type: Action Report

REQUEST

This report is submitted to request approval of midyear 2022, one-time lump sum payments for Milwaukee County Employees. These lump sum payments are being requested due to the following:

- Milwaukee County employees have worked throughout the Covid-19 pandemic to perform critical tasks, in many cases taking on additional responsibility as a result of nationwide staffing challenges
- The current rate of inflation is negatively impacting our employees, especially those in lower paying roles
- The goodwill generated from granting these payments should aid in employee retention efforts.
- One-time funding to support this request is currently available

POLICY

Milwaukee County Code of General Ordinances:	17.055
Milwaukee County AMOP 03.07-Position Change Requests	https://county.milwaukee.gov/files/county/administrative-services/AMOP/Chapter-3-Budget--Financial-Transactions/03.07-PositionChangeRequestsAMOP.pdf

BACKGROUND

The Department of Human Resources has worked with the Administration as well as the Office of Strategy, Budget and Performance to identify an appropriate and fundable one-time lump sum payment for Milwaukee County Employees in fiscal 2022.

The proposed payment schedule is illustrated in the table below. To arrive at the proposed lump sum amounts, identical employee classes and corresponding percentage breakdowns to the ones used to incentivize employees to get vaccinated against Covid-19 in 2021 were applied.

	"Extra Day" Hours Allotment for Covid Vaccination	Extra Day Vaccination Award Percentage	Lump Sum Amount	Lump Sum Award Percentage
Full-Time Equivalent	8 Hrs	100%	\$1,000	100%
Part Time	4 Hrs	50%	\$500	50%
Hourly	2 Hrs	25%	\$250	25%
Seasonal	2 Hrs	25%	\$250	25%

The lump sum payments are proposed to be paid with the pay period 19 payroll checks scheduled for September 23, 2022, for employees active on the payroll on September 1, 2022.

As with general increases, elected Officials and those serving on various boards would not be eligible.

Employees represented by the public safety unions are also not eligible for these payments under this program.

Employees designated on various leaves who are not receiving any pay replacement from the County as of pay period 19 will not receive payment until their return to active status.

Employees currently suspended awaiting Personnel Review Board (PRB) action will receive the payment if and when they are reinstated as a result of pending PRB action.

The total cost of this action is estimated to be approximately \$3.7 million, with a tax levy cost of \$3.2 million. This action is proposed to be funded from 2021 year-end surplus funds, via a withdrawal from the debt service reserve. As of March 2022, the Comptroller's Office projected a \$33.6 million surplus for year-end 2021.

Related File No's:	N/A
--------------------	-----

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
A 2022 lump sum payment to employees should enhance goodwill and resulting improve employee retention as a result.
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

The total cost of this action will be approximately \$3.7 million, with a tax levy impact of \$3.2 million. This action is proposed to be funded from 2021 surplus, via a withdrawal from the debt service reserve. As of March 2022, the Comptroller’s Office projected a \$33.6 million surplus for year-end 2021.

TERMS

N/A

VIRTUAL MEETING INVITES

Margo.Franklin@milwaukeecountywi.gov

Dean.Legler@milwaukeecountywi.gov

Joseph.Lamers@milwaukeecountywi.gov

PREPARED BY:

Dean Legler, Director of Compensation/HRIS, Department of Human Resources

APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

ATTACHMENTS:

Resolution

Fiscal Note

cc: Mary Jo Meyers, Chief of Staff, Milwaukee County Executive’s Office
 Supervisor Willie Johnson Jr., Chair, Committee on Personnel
 Supervisor Elizabeth Sumner, Chair, Committee on Finance
 Joe Lamers, Director, Office of Strategy, Budget, and Performance
 Margo Franklin, Chief Human Resources Officer, Department of Human Resources
 Steve Cady, Research & Policy Director, Office of the Comptroller