

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, by recommending adoption of the following:

A RESOLUTION

WHEREAS, the Department of Human Resources is requesting approval of lump sum awards for eligible Milwaukee County (the County) employees who are on the active payroll as of September 1, 2022; and

WHEREAS, employees of the County have worked throughout the Coronavirus Disease pandemic, to perform critical tasks, in many cases taking on additional responsibility as a result of the nationwide staffing challenges; and

WHEREAS, the current rate of inflation is negatively impacting County employees, especially those in lower paying roles; and

WHEREAS, the goodwill generated from granting these payments should aid in employee retention efforts; and

WHEREAS, the 2021 year-end fiscal projection prepared by the Office of the Comptroller as of March 2022, projects a \$33.6 million surplus (File No. 22-466), providing one-time funding to support this request; and

WHEREAS, all but \$5.0 million of the 2021 surplus will be transferred to the Debt Service Reserve (File No. 22-458); and

WHEREAS, these lump sum payments would exclude elected officials, those serving on various boards, employees represented by the public safety unions, employees designated as being on various leaves who are not receiving any pay replacement from the County as of pay period 19 of year 2022 (employees on leave will be eligible to receive a lump sum upon return to active status), and employees currently suspended awaiting Personnel Review Board (PRB) action (PRB-impacted employees will receive a lump sum if they are reinstated as a result of pending PRB action); and

WHEREAS, the proposed lump sum has an estimated cost of \$3,694,549 in total and \$3,214,258 in tax levy; and

WHEREAS, these payments would be made to employees in the amounts indicated in the following schedule based on category:

45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78

Employee Category	Lump Sum Amount	Lump Sum Award Percentage
Full-Time Equivalent	\$1,000	100 Percent
Part Time	\$500	50 Percent
Hourly	\$250	25 Percent
Seasonal	\$250	25 Percent

; and

WHEREAS, the Committee on Personnel, at its meeting of July 12, 2022, recommended adoption of File No. 22-823 (vote 4-0); and

WHEREAS, the Committee on Finance, at its meeting of July 21, 2022, recommended adoption of File No. 22-823 (vote 7-0); now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby approves the payment of lump sums to Milwaukee County employees, as delineated, in Pay Period 19 of year 2022; and

BE IT FURTHER RESOLVED, the Comptroller, Office of the Comptroller, and the Office of Strategy, Budget, and Performance, are authorized to process an appropriation transfer for the following purposes:

- Allocate \$3,214,258 from the Debt Service Reserve to Org. Unit 9960 to pay for 2022 debt service expenses
- Allocate \$3,214,258 of levy from Org. Unit 9960 to provide funding for lump sum salary increases into the appropriate departmental accounts
- Allocate reimbursement revenues associated with the lump sum payment

srb
07/21/2022
S:\Committees\2022\July\FINANCE\Resolutions\22-823 Lump Sum Payments.docx