File No. 21-197

From the County Executive, requesting approval to modify Administrative Order 20-16, Risk Recognition Pay for High Risk and Very High Risk Job Duties, and create Administrative Order 21-1, 2021 Expanded Pay Sick Leave.

**A RESOLUTION**

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

WHEREAS, many Milwaukee 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, in the early stages of the COVID-19 pandemic, the Milwaukee County Executive enacted several Administrative Orders seeking to ease the burden faced by Milwaukee County employees and ensure the health and safety of residents; and

WHEREAS, the Administrative Orders included guidelines for safety in the workplace, additional time off for illness due to COVID-19, risk recognition pay, travel restrictions, health screening for employees unable to telework, amongst others; and

WHEREAS, the Milwaukee County Board of Supervisors adopted File No. 20-359 requesting that any changes to pay, including as it relates to supplemental pay due to the COVID-19 pandemic, are to be reviewed and approved by the Board in accordance with Wis. Stats. § 59.22(2) and 63.11; and

WHEREAS, the Milwaukee County Executive released Administrative Order 20-16 on September 6, 2020, which provides Risk Recognition Pay for High and Very High Exposure Risk job duties; and

WHEREAS, previous versions of Administrative Order 20-16 have been approved by the Milwaukee County Board of Supervisors, including version 4 in December 2020, which updated the definition of “Close Contact” used in the Order; and

WHEREAS, Administrative Order 20-16 was anticipated to expire at the end of 2020, but as the COVID-19 pandemic continues, it is necessary to extend it so that those employees who qualify continue to receive Risk Recognition Pay while they endure high-risk work conditions; and

WHEREAS, the continuation of Administrative Order 20-16 includes updated definitions of “fever” and “exposure” to conform with definitions used in other orders; and

WHEREAS, until risk levels of job duties decrease or infection and disease burden lessens with the rollout of the vaccine, or until the County’s fiscal status requires a change in policy, Administrative Order 20-16 will continue indefinitely; and

WHEREAS, in 2020, the Families First Coronavirus Response Act (FFCRA) was enacted by the federal government providing employees with paid sick leave or expanded family and medical leave (FMLA) for specified reasons related to COVID-19; and

WHEREAS, the additional leave banks provided by FFCRA expired at the end of 2020 and were not renewed by the federal government for 2021; and

WHEREAS, new Administrative Order 21-1, 2021 Expanded Paid Sick Leave, is proposed to replace the additional time off provided in FFCRA by providing employees with banks of time of up to 80 hours of sick leave if they are unable to work or telework due to symptoms of, exposure to, or confirmed cases of COVID-19; and

WHEREAS, unlike FFCRA, Administrative Order 21-1, does not allow employees to use FMLA to care for a dependent with COVID-19 or for childcare because the County does not administer the FMLA program; and

WHEREAS, Administrative Order 21-1 is intended to slow the spread of COVID-19 throughout Milwaukee County workplaces; and

WHEREAS, Administrative Order 20-16 and Administrative Order 21-1 support Milwaukee County employees during the stress of the COVID-19 pandemic; now, therefore,

BE IT RESOLVED, that Milwaukee County supports enacting policies that provide assistance to its employees and promote health and safety in the workplace; and

BE IT FURTHER RESOLVED, that the Milwaukee County Board of Supervisors hereby adopts the changes made to Administrative Order 20-16 and the creation of Administrative Order 21-1.