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3 From the County Executive, requesting approval to modify Administrative Order 20-16,  
4 Risk Recognition Pay for High Risk and Very High Risk Job Duties, and create  
5 Administrative Order 21-1, 2021 Expanded Pay Sick Leave, by recommending adoption  
6 of the following:  
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8 **A RESOLUTION**  
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10 WHEREAS, Milwaukee County (the County) government and its employees have  
11 been severely harmed by the coronavirus disease (COVID-19) pandemic; and  
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13 WHEREAS, many County employees are considered essential, including, but not  
14 limited to, correctional officers, Sheriff deputies, and medical staff, and are required to  
15 report to normal duty, while facing an increased risk of contracting COVID-19; and  
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17 WHEREAS, in the early stages of the COVID-19 pandemic, the County  
18 Executive enacted several Administrative Orders seeking to ease the burden faced by  
19 County employees and ensure the health and safety of residents; and  
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21 WHEREAS, the Administrative Orders included guidelines for safety in the  
22 workplace, additional time off for illness due to COVID-19, risk recognition pay, travel  
23 restrictions, health screening for employees unable to telework, amongst others; and  
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25 WHEREAS, the Milwaukee County Board of Supervisors (County Board)  
26 adopted File No. 20-359 requesting that any changes to pay, including as it relates to  
27 supplemental pay due to the COVID-19 pandemic, are to be reviewed and approved by  
28 the County Board in accordance with Sections 59.22(2) and 63.1, Wisconsin State  
29 Statutes; and  
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31 WHEREAS, the County Executive released Administrative Order 20-16 on  
32 September 6, 2020, which provides Risk Recognition Pay for High and Very High  
33 Exposure Risk job duties; and  
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35 WHEREAS, previous versions of Administrative Order 20-16 have been  
36 approved by the County Board, including version 4 in December 2020, which updated  
37 the definition of "Close Contact" used in the Administrative Order; and  
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39 WHEREAS, Administrative Order 20-16 was anticipated to expire at the end of  
40 2020, but as the COVID-19 pandemic continues, it is necessary to extend it so that  
41 those employees who qualify continue to receive Risk Recognition Pay while they  
42 endure high-risk work conditions; and  
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44 WHEREAS, the continuation of Administrative Order 20-16 includes updated  
45 definitions of "fever" and "exposure" to conform with definitions used in other orders;  
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WHEREAS, until risk levels of job duties decrease, or infection and disease burden lessen 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 the County workplaces; and

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

WHEREAS, the Committee on Finance, at its meeting of January 28, 2021, recommended adoption of File No. 21-197 (vote 6-0); and

WHEREAS, the Committee on Personnel, at its special meeting of February 3, 2021, recommended adoption of File No. 21-197 (vote 5-0); 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, the Milwaukee County Board of Supervisors hereby adopts the changes made to Administrative Order 20-16 and the creation of Administrative Order 21-1.