



MILWAUKEE COUNTY COVID-19 VACCINE MANDATE

Milwaukee County has a vision to be the healthiest County in Wisconsin. The COVID-19 global pandemic has further underscored the importance of this vision and the need to do everything we can to make it a reality. **To protect employees and those we serve from the risk of serious illness and / or death from COVID-19, Milwaukee County is joining the Federal government, the City of Milwaukee, many local and national healthcare organizations, and countless businesses in requiring COVID-19 vaccines for employees.**

VACCINE REQUIREMENTS FOR MILWAUKEE COUNTY EMPLOYEES

CURRENT EMPLOYEES: Current employees must submit required documentation verifying their complete vaccination status or must submit a completed medical or religious exemption request form no later than October 1, 2021. This policy does not immediately apply to County employees who are represented by public safety unions.

NEW EMPLOYEES: A complete vaccination or approved accommodation will be a condition of employment for new hires starting October 1, 2021, with the exception of new hires to MCSO.

CONTRACTORS: All contractors working in County High Risk or Congregate Living Facilities must have a complete vaccination by no later than October 11, 2021. Departments may also require vaccinations for their contractors more broadly. Departments should consider the risk profile of service users, staffing levels, the necessity of the service being open for in-person use, and other operational needs when considering broader requirements.

As of August 2021, over 200 million individuals in the U.S. have received one or more doses of the COVID-19 vaccines. The three vaccines authorized for use in the U.S., including the fully FDA-approved Pfizer vaccine, have been shown to be safe and effective in reducing the instance and severity of COVID-19 and in dramatically reducing the risk of death from COVID-19.

Nearly all Wisconsin counties are experiencing high rates of transmission of COVID-19. Increasing rates of vaccination in all eligible populations protects our most vulnerable community members, helps stop the spread of COVID-19, lessens the severity of illness and the risk of hospitalization and death, and protects all we serve at Milwaukee County.

PROOF OF VACCINATION

Employees who have completed vaccination or employees seeking an accommodation are required to submit proof of their vaccination status or an accommodation request form by October 1, 2021.

Employees with a completed vaccination must submit two different forms of proof in Dayforce from the following five options:

- A copy of the CDC vaccination card provided at the vaccine appointment.
- A copy / screenshot of the employee's COVID-19 vaccination status from the [Wisconsin Registry of Immunization Registry \(WIR\)](#).
- A copy / screenshot from the employee's healthcare system patient profile (for example, MyChart).
- A note from the employee's healthcare provider or Milwaukee County vaccinator verifying vaccination status.
- A copy/screenshot of the employees COVID-19 vaccination status from the federal [Vaccine Administration Management System \(VAMS\)](#).

ACCOMMODATIONS

Some employees may be unable to complete their vaccination due to specific medical conditions or because of sincerely held religious beliefs. Consistent with federal and state law, Milwaukee County Human Resources (HR) will consider requests for accommodation on a case-by-case basis and may engage with the employee, medical providers, and/or faith community leaders as allowed by law in considering requests. **Employees should request a medical or religious exemption/accommodation form from their HR Business Partner and return the completed form by October 1, 2021. Employees should also note their submitted exemption/accommodation request in Dayforce.**



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CONSEQUENCES FOR NONCOMPLIANCE

Starting October 11, 2021, employees who are noncompliant will be ineligible for voluntary overtime or Risk Recognition Pay, when it is available. Additional department-level consequences might include:

- **Unpaid suspension** for up to 10 days;
- Consideration of non-compliance as a factor when making decisions about **promotions**, hiring current employees into **new positions** at the County, or **TAHCs**; and/or
- Consideration of non-compliance as a factor in **DOSAA** allocations.

Starting January 1, 2022, employees who are noncompliant and are enrolled in the County's healthcare will incur a **\$20/pay period surcharge** and employees working in the Behavioral Health Division (BHD) may be restricted from work until vaccination requirements are completed. Non-compliance may lead to separation.

INCENTIVES & REWARDS FOR VACCINATED EMPLOYEES

Milwaukee County cannot achieve its vision of being the healthiest County in Wisconsin without the commitment of its employees.

To recognize and reward Milwaukee County employees who have made, or will soon make, the decision to protect themselves, their colleagues, and their communities by completing their COVID-19 vaccination, Milwaukee County has put in place several incentive and reward programs:



Through **Vaccin8**, employees with a Completed Vaccination are eligible for **up to eight additional hours of paid time off** through December 31, 2021 (please note the deadline extension).



Through **Vax Cash**, employees with a Completed Vaccination will receive **\$50** via payroll through December 31, 2021.

VAX CHAMPIONS

Employees who champion vaccinations and successfully encourage a colleague to complete their vaccination between September 2 and December 31, 2021, will receive a **\$25** bonus payment for being a **Vax Champion**.

ADDITIONAL RISK MITIGATION FOR UNVACCINATED EMPLOYEES

Effective October 11, 2021, all unvaccinated employees, including those with an approved accommodation, will be subject to additional risk mitigation measures:

- Unvaccinated employees working in a **healthcare setting must wear a fitted N95 mask** when a face mask is required by current County policy.
- Unvaccinated employees working in person in a **non-healthcare setting will be required to wear a KN95 mask** when a face mask is required by current County policy.
- Unvaccinated employees working in-person full- or part-time at HOC, the County Jail, or the DYFS Detention Center will be subject to COVID-19 testing on a bi-weekly basis, consistent with current policy.