

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Supervisor Doug Wilde
INITIATED BY



Randy Terronez
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

May 28, 2020
DATE DRAFTED

Authorizing Hazard Pay for COVID-19 Contact Staff Risk

1 **WHEREAS**, on March 24, 2020, the Wisconsin Department of Health Services issued Emergency
2 Order #12 "Safer at Home" to slow the spread of the Novel Coronavirus by ordering all Wisconsin
3 Residents to stay at their current residence unless they needed to use or provide essential business and
4 services until April 24, 2020; and,
5
6 **WHEREAS**, subsequent orders and other state directives have been promulgated to continue efforts to
7 slow the spread of the Novel Coronavirus, including a Rock County Health Order; and,
8
9 **WHEREAS**, Rock County maintains a jail, a nursing home, and a youth services center which are by
10 subject to the among the highest risk levels of all facilities for Novel Coronavirus outbreaks; and,
11
12 **WHEREAS**, employees of the County who continually provide essential services in these facilities face
13 daily encounters in high-risk settings with high-risk populations that are, or may be, infected with the virus,
14 putting their own health and safety as well as that of their families at risk; and,
15
16 **WHEREAS**, it is in the best interests of the County to recognize and honor these employees for their
17 service in the face of these daily dangers face through compensation of \$500 in hazard pay.
18
19 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors, duly
20 assembled this 11th day of June, 2020, does hereby authorize payment of \$500 for all
21 employees of the Sheriff's Office, Rock Haven and Youth Services Center who have worked on-site
22 between March 24, 2020 and the date this Resolution is approved. Said hazard pay would be disbursed
23 as a single lump sum at an approximate cost of \$225,500 with funds to come from the General Fund
24 Balance.
25
26 **BE IT FURTHER RESOLVED** that County staff provide a budget reconciliation/budget amendment
27 resolution of the funds expended no later than the end of December, 2020.

20-6A-027

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

/s/Kara Purviance
Kara Purviance, Chair

/s/J. Russell Podzilni
J. Russell Podzilni

/s/Richard Bostwick
Richard Bostwick

/s/Alan Sweeney
Alan Sweeney

/s/Tom Brien
Tom Brien

/s/Bob Yeomans
Bob Yeomans

/s/Kevin Leavy
Kevin Leavy

/s/Jeremy Zajac
Jeremy Zajac

/s/Louis Peer
Louis Peer

FISCAL NOTE:

The cost of providing \$500 hazard pay to each staff member in the Sheriff's Office, Rock Haven and YSC is approximately \$225,500. The General Fund is in a good position and will be able to support the approximately \$225,500 in hazard pay payments.

The County's unassigned General Fund fund balance is approximately \$34 million. Best practice is to have an unassigned fund balance of at least 90 days of expenditures (or 25% of expenditures) so that an entity can weather emergency situations. The County's policy is to maintain a fund balance of 20% - 25%. Currently, the unassigned fund balance is at about 23%. Much of the fund balance is fairly liquid (cash, Local Government Investment Pool investments and Treasuries). The current fund balance, liquidity of investments, the effect on the fund balance and cash flow due to: the Small Business Loan Program, fronting of COVID-19 related expenses for County and provider use, decrease in sales tax revenue, likely increase in delinquent taxes, etc., were all considered before determining the use of \$225,500 for hazard pay would be feasible.

/s/ Sherry Oja

Sherry Oja
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to § 59.22(2), Wis. Stats.

/s/ Richard Greenlee

Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:

COVID-19 has had, or has the potential to have, a more significant impact on certain County positions than others, particularly those identified in this resolution who work in congregate living settings. I would support recognizing this fact and the staff in these positions. Providing them with additional compensation through this approach would be an option that other counties have taken.

/s/ Josh Smith

Josh Smith
County Administrator

Executive Summary

12.D.(3)

Hazard Pay – COVID 19 Contact Staff

The resolution authorizes \$500 lump sum hazard pay for staff having daily contact with at-risk populations of the Sheriff's Office, Rock Haven and Youth Services Center. These areas are in situations whereby county staff have an on-going direct contact with high-risk COVID or potential COVID clients.

While data from Wisconsin counties is sparse for hazard pay, a few counties have adopted some form of hazard pay. Additionally, hazard pay is more prevalent in the private sector.

Funds would come from the fund balance of the General Fund and amount to approximately \$225,500.

It is unknown at this time if these expenses would be reimbursable for federal/state COVID 19 funding.