

ENROLLED ORDINANCE 175-71

APPROVE EXTENSION OF COVID-19 SICK TIME BENEFIT

WHEREAS, in December 2019, a novel strain of the coronavirus, now named Coronavirus Disease 2019 (COVID-19), was detected and has spread throughout many countries, including the United States; and

WHEREAS, the World Health Organization has declared a Public Health Emergency of International Concern and the United States Department of Health and Human Services has declared a Public Health Emergency; and

WHEREAS, on March 12, 2020, the Governor of the State of Wisconsin declared the existence of a public health emergency, as defined in Section 323.02(16), Wisconsin Statutes, and has declared subsequent public health emergencies related to COVID-19; and

WHEREAS, on March 13, 2020, the Waukesha County Executive, by proclamation pursuant to authority under Sections 323.11 and 323.14(4)(b), Wisconsin Statutes, declared a state of emergency in Waukesha County in light of the public health threat posed by COVID-19, and said proclamation has been ratified and extended by the Waukesha County Board by Enrolled Resolution 174-3 adopted March 24, 2020; and

WHEREAS, the Waukesha County Executive issued Executive Order #1 which modified Waukesha County's temporary policy implementing the Families First Coronavirus Response Act (the "Act") to allow eligible employees up to an additional 40 hours of sick leave for the employee's own care, isolation or quarantine for symptoms related to COVID-19 or for that of an individual, as authorized by the Act, for a total of 120 hours of sick leave available under the policy; and

WHEREAS, both the sick time under the Act and the temporary policy set by Executive Order #1 is set to expire December 31, 2020, but it remains necessary and expedient for the health, safety, protection, and welfare of persons within Waukesha County, that additional sick time remain available to employees sick with COVID-19 symptoms in order to discourage sick County employees from coming to work in light of otherwise exhausted sick time benefits and to ensure the continuing ability of the County to provide critical services to the people of Waukesha County; and

WHEREAS, the County Executive has issued Executive Order #3 to temporarily modify Waukesha County's sick time policy, allowing regular full-time employees up to an additional 40 hours and regular part-time employees up to an additional 20 hours of sick leave for the employees own care, isolation or quarantine for symptoms related to COVID-19; and

WHEREAS, county administration is requesting that Waukesha County Board indicate its support for this temporary policy change by approving this ordinance.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that Waukesha County's sick time policy be modified to allow regular full-time employees up to

an additional 40 hours, and regular part-time employees up to an additional 20 hours, of sick leave for the employee's own care, isolation or quarantine for symptoms related to COVID-19.

BE IT FUTHER ORDAINED that this additional sick leave shall be reduced or eliminated on an hour-for-hour basis in the event that future federal or state legislation requires employers to grant similar COVID-19 sick leave.

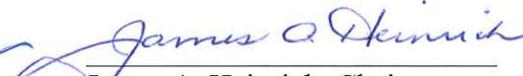
BE IT FURTHER ORDAINED that this policy shall remain in effect from January 1, 2021 until June 30, 2021.

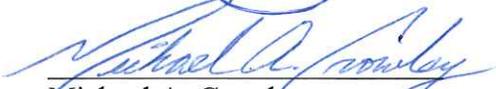
APPROVE EXTENSION OF COVID-19 SICK TIME BENEFIT

Presented by:
Human Resources Committee

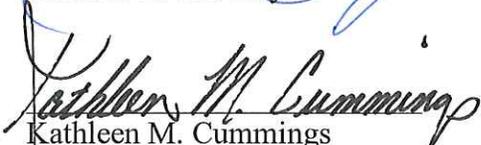
Approved by:
Finance Committee


David D. Zimmermann, Chair


James A. Heinrich, Chair


Michael A. Crowley

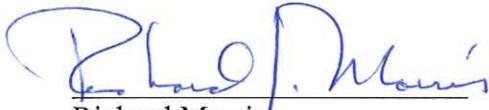

Tyler J. Foti

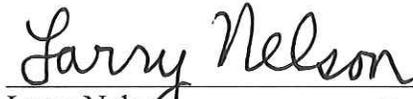

Kathleen M. Cummings


Joel R. Gaughan


Jacob LaFontain

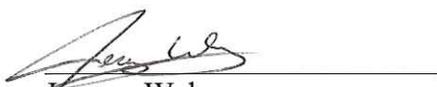

absent
Thomas A. Michalski

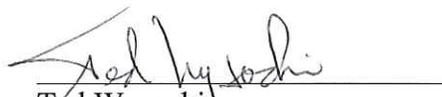

Richard Morris


Larry Nelson


Duane E. Paulson


Duane E. Paulson


Jeremy Walz


Ted Wysocki

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 1/29/2021, 
Margaret Wartman, County Clerk

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved: X
Vetoed: _____

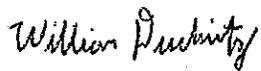
Date: 1/29/2021, 
Paul Farrow, County Executive

FISCAL NOTE
APPROVE EXTENSION OF COVID-19 SICK TIME BENEFIT

Approval of this ordinance would formalize the County Board's support of Executive Order #3 to extend additional paid sick leave benefits for county employees to care, isolate, and quarantine for symptoms related to COVID-19. The purpose of this extended benefit is to discourage sick employees from coming to work in light of otherwise exhausted sick time benefits and to ensure the continuing ability of the county provide critical services. Regular full-time employees would be provided with 40 additional hours of sick leave, and regular, part-time employees with 20 additional hours. This extension of sick leave benefits under the executive order and this ordinance would be temporary, sunseting after June 30, 2021.

With paid sick leave, the county continues to pay employees their salary and wages. Salary and wages are already included in departments' 2021 budgets, so no additional cash outlay will be incurred in many situations. In some situations, the need for additional coverage while employees are on leave will result in additional, above-budget overtime expenses; though this will vary from department to department based on the type of service and the ability to continue working remotely, making it difficult to accurately project. However, the absence of an extended sick leave policy requested in this ordinance could lead to additional infections, which could lead to more employees needing to quarantine and worsen coverage issues. County administration will continue to monitor state and federal funding sources to identify potential reimbursement opportunities related to pandemic-related sick leave and overtime expenses.

Because this extended sick leave policy will sunset after June 30, 2021, there is no long-term direct impact on county tax levy.



William P. Duckwitz
Budget Manager
1/5/2021



Ordinance 175-O-071

Ordinance 175-O-071: Ordinance 175-O-071: Approve Extension Of COVID-19 Sick Time Benefit

VOTE RESULTS: Passed By Majority Vote

AYE: 21 NAY: 0 ABSENT: 4

D1 - Foti	Second	AYE
D2 - Zimmermann	Motion	AYE
D3 - Morris		AYE
D4 - Batzko		AYE
D5 - Dondlinger		AYE
D6 - Walz		AYE
D7 - LaFontain		AYE
D8 - Michalski		AYE
D9 - Heinrich		AYE
D10 - Swan		AYE
D11 - Howard		AYE
D12 - Wolff		ABSENT
D13 - Decker		AYE

D14 - Mommaerts	ABSENT
D15 - Mitchell	AYE
D16 - Crowley	AYE
D17 - Paulson	AYE
D18 - Nelson	AYE
D19 - Cummings	AYE
D20 - Schellinger	AYE
D21 - Gaughan	AYE
D22 - Wysocki	AYE
D23 - Hammitt	ABSENT
D24 - Whittow	ABSENT
D25 - Johnson	AYE