

RESOLUTION NO. 20-32

AMENDING THE OZAUKEE COUNTY POLICY AND PROCEDURE MANUAL CHAPTER
4.10 (7) CREATION OF COVID-19 HAZARD PAY POLICY

RESOLVED, by the Ozaukee County Board of Supervisors, that Section 4.10 (7) of the Ozaukee County Policy and Procedure Manual be created to read:

4.10. GENERAL POLICY AND PROCEDURES

(7) COVID-19 Hazard Pay Policy

(a) Effective March 15, 2020, through December 31, 2020.

(b) Sheriff's Office, Public Health, Lasata, and Human Services employees who are required to have physical contact and close proximity interaction with the public, have been substantially dedicated to mitigating or responding to the COVID-19 health emergency, are required to enter occupied private residences to perform their jobs, or perform critical emergency-related functions in an environment where social distancing protocols cannot be observed for an extended period of time may be eligible for supplemental hazard pay compensation.

1. To be eligible for a one-time COVID-19 hazard compensation bonus, an employee must be performing these duties for at least six (6) full pay periods between March 15, 2020, and October 24, 2020. Upon completion of six (6) full pay periods, the employee will receive a one-time lump sum hazard bonus based on the average number of weekly hours worked during the six (6) pay periods as follows:

	Average weekly hours			
	<20 hours	20.01-30	30.01-40	40.01+
Required to have physical contact and close proximity interaction with the public	\$ 300	\$ 750	\$ 1,500	\$ 1,800
Required to enter occupied private residences to perform their jobs	\$ 150	\$ 300	\$ 750	\$ 1,050
Perform job duties in an environment where social distancing protocols cannot be observed for an extended period of time	\$ 150	\$ 300	\$ 750	\$ 1,050

2. Retroactive hazard pay will only be eligible for employees still actively employed by the County on the date the COVID-19 hazard pay resolution is approved by the County Board. COVID-19 hazard pay is a one-time bonus; for example, an employee who works for twelve (12) pay periods will not be eligible for two hazard pay bonuses.

3. An employee who works under multiple hazardous conditions, such as having close physical contact with the public and is required to enter occupied private residences,

will receive the larger bonus amount of the two risk factors, not both amounts. For example, an employee who must have close physical contact with the public and is required to enter occupied private residences while working 40 hours per week, will receive a \$1,500 bonus, not a \$2,250 bonus.

4. The County Administrator and Human Resource Director shall finalize the allocation of hazard bonuses.

Dated at Port Washington, Wisconsin, this 2nd day of September 2020.

SUMMARY: Creation of COVID-19 Hazard Pay Policy.

VOTE REQUIRED: Majority

FINANCE COMMITTEE

RESULT: **APPROVED [UNANIMOUS]**

MOVER: T. Richart, Vice-Chairperson

SECONDER: D. Larson, Supervisor District 8

AYES: P. Melotik, T. Richart, D. Larson, J. Strom

ABSENT: T. Winker



YES: **24** NO: **0** ABSTAIN: **0** ABSENT: **2**

Winker	YES
Haas	YES
Jobs	YES
Schlenvogt	YES
Clark	YES
Nelson	Motion YES
Becker	YES
Larson	YES
Grabow	YES
Melotik	YES
Wolf	YES
Richart	YES
Korinek	YES

Herro	EXCUSED
Geracie	YES
Duecker	YES
Irish	Second YES
Wirth	YES
Ross	YES
Marchese	YES
Strom	EXCUSED
Holyoke	YES
Henrichs	YES
Braverman	YES
Read	YES
Minkel-Dumit	YES