

RESOLUTION NO. 21-11

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

BE IT RESOLVED, by Ozaukee County Board of Supervisors, that Section 4.10 (7) COVID-19 Hazard Pay Policy of the Ozaukee County Policy and Procedure Manual be repealed:

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 June 2021.

SUMMARY: Section 4.10 (7) of the Ozaukee County Policy and Procedure Manual pertaining to COVID-19 Hazard Pay Policy is repealed.

VOTE REQUIRED: Majority

FINANCE COMMITTEE

RESULT: APPROVED [UNANIMOUS]

MOVER: T. Winker, Supervisor District 1

SECONDER: T. Richart, Vice-Chairperson

AYES: Melotik, Richart, Larson, Strom, Winker

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AMENDING SECTION 4.10 (7) OF THE OZAUKEE COUNTY POLICY AND PROCEDURE MANUAL REPEALING THE

 **Passed By Majority Vote**

Winker		YES
Haas		YES
Jobs		YES
Schlenvogt		YES
Clark		EXCUSED
Nelson		YES
Becker		YES
Larson		YES
Grabow		YES
Melotik		YES
Wolf	M	YES
Richart		YES
Korinek	S	YES

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