

## Richland County Finance and Personnel Committee

### Agenda Item Cover

**Agenda Item Name: Resolution Granting Hazardous Duty Pay To Employees At Pine Valley Community Village And Other Critical Infrastructure Employees**

<b>Department</b>	Administration	<b>Presented By:</b>	Clinton Langreck
<b>Date of Meeting:</b>	27 Oct 2020	<b>Action Needed:</b>	Vote
<b>Disclosure:</b>	Open Session	<b>Authority:</b>	Committee Structure C + E
<b>Date submitted:</b>	19 Oct 2020	<b>Referred by:</b>	Administration/ PV Trustees

**Recommendation and/or action language:**

Motion to recommend resolution to the Richland County Board of Supervisors to...

...issue a one-time hazardous pay to identified Pine Valley employees, and County emergency responders and critical infrastructure employees...

...utilizing acquired federal stimulus revenues, Routes to Recovery Grant Funding, and Department of Transportation Reimbursement...

...in recognition of the hardships endured as a result of COVID-19 pandemic and their exemption to the County's Families First Act Policies.

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**Background:** (*preferred one page or less with focus on options and decision points*)

*Whereas:*

Pine Valley Community Village has been in receipt of multiple Federal Nursing Home Stimulus Fund allocations through part of the federal CARES Act Provider Relief Fund, a stimulus package intended to provide financial relief during the coronavirus (COVID-19) pandemic. This stimulus revenue may be used for wages and compensation including hazardous pay.

Richland County has been allocated \$292,749.00 of grant funding through the State of Wisconsin's "Routes to Recovery Grants," which is a program that provides grant reimbursement for local government's unbudgeted expenditures incurred this year due to the COVID-19 pandemic, that have not already been covered through existing State of Wisconsin virus response efforts. This program included several submission periods with the final submission date for claims on November 15<sup>th</sup>, 2020.

Richland County has claimed \$193,679.62 in expenditures through October 2020, and Richland County is anticipating an estimated \$63,750.00 in November. This leaves an approximate \$35,319.38 of unallocated grant funding that may be appropriated towards the requested eligible expense of hazardous pay.

The categories of eligible expenditures that may be claimed include, increased workers' compensation costs due to COVID-19, which includes hazardous pay defines as "additional pay for performing hazardous duty or work involving physical hardship" due to COVID-19.

For the purposes of preserving critical county functions the following Richland County Employee Positions were identified as exempt from eligibility to the Richland County Families First Coronavirus Response Act Policies of Emergency Paid Sick Leave Act (PSLA) and Emergency Family and Medical Leave Expansion Act (EFMLEA): Public Health nurses and all staff, Pine Valley Community Village nurses and all staff, Law enforcement officers, Jail personnel/Dispatchers, Emergency medical services personnel and all staff, ~~Dispatchers~~, Highway patrolmen and equipment operators, Management Information Systems personnel; and

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For the purposes of meeting the hazardous pay standard, defined as a “physical hardship due to COVID-19”, Richland County recognizes the increased exposure of these employees while performing functions of their services by required, frequent and extended close contact with members of the public, or whom may be directed to quarantine without access to PSLA and EFMLEA to compensate for quarantined time.

*Be it resolved:*

**Pine Valley employees and County critical infrastructure and emergency responders will receive a one-time hazardous payment amounting to \$500.00 for regular fulltime, \$300 for regular part-time and \$150.00 for casual /call-ins; and**

Eligible employees are identified as those being initially exempt to the Richland County Families First Coronavirus Response Act Policies include: Pine Valley nurses and all staff; Public Health nurses; Law Enforcement, Jail Personnel/ Dispatcher; Highway patrolmen and equipment operators; Emergency Medical Services / Ambulance Services Personnel and staff; and Management Information Systems. (See attached rosters)

*And be it further resolved:*

Richland County will authorize a one-time, hazardous pay to Pine Valley Employees effective 11 October 2020, and to County emergency responders and critical infrastructure employees effective 27 Oct 2020, who have worked productive hours during the pandemic.

Highway patrolmen and equipment operators assigned to state roads will be eligible for the hazardous payment as well (7 fulltime) but payment will be submitted to the Department of Transportation for funding.

Pine Valley employees will be eligible for hazardous pay, but will be utilizing funding through the Cares Act Provider Relief stimulus.

The estimated wage impact of this hazardous pay initiative is calculated at \$60,000 for Pine Valley from stimulus revenues and \$31,631.60 for County emergency responders and critical infrastructure employees from Routes to Recovery and \$5,720 for County emergency responders and critical infrastructure employees from DOT; based on current identified employee staffing.

Hazardous payment earnings will be susceptible to withholdings and contributions for Wisconsin Retirement System, Social Security, FICA, etc. as earned income.

These payments will be included on the October 30<sup>th</sup> 2020 for Pine Valley and Highway and a special payroll for County emergency responders and critical infrastructure employees which will be paid in November 2020.

#### Attachments and References:

<a href="https://doa.wi.gov/Secretary/RRG-ProgramGuidance.pdf">https://doa.wi.gov/Secretary/RRG-ProgramGuidance.pdf</a>	<a href="https://www.dol.gov/agencies/whd/pandemic/ffcra-questions#56">https://www.dol.gov/agencies/whd/pandemic/ffcra-questions#56</a>
<a href="https://www.hhs.gov/coronavirus/cares-act-provider-relief-fund/general-information/index.html">https://www.hhs.gov/coronavirus/cares-act-provider-relief-fund/general-information/index.html</a>	Payroll listing (below)

#### Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
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	Apportionment needed	Requested Fund Number	
X	Other funding Source	Stimulus, Routes to Recovery and DOT grants and revenues	
	No financial impact		

(summary of current and future impacts)

\$60,000 for Pine Valley from stimulus revenues and

\$31,631.60 for County emergency responders and critical infrastructure employees from Routes to Recovery and

\$5,720 for County emergency responders and critical infrastructure employees from DOT

\$97,351.60 Total Package to be reimbursed through grant, state or through stimulus funds.

**Approval:**

**Review:**

*Clinton Langreck*

Department Head

Administrator, or Elected Office (if applicable)

<b><u>Public Health:</u></b>	<b><u>Position:</u></b>	<b><u>Payment Status:</u></b>	<b><u>Funding:</u></b>	<b><u>Payroll:</u></b>
Kohout, Rose	Full-time	\$ 500.00	R2R	Special
Anderson, Brandie	Full-time	\$ 500.00	R2R	Special
Shaw, Carline	Full-time	\$ 500.00	R2R	Special
<b><u>EMS / Ambulance:</u></b>	<b><u>Position:</u></b>	<b><u>Payment Status:</u></b>	<b><u>Funding:</u></b>	<b><u>Payroll:</u></b>
Burch, Amber	Full-time	\$ 500.00	R2R	Special
Gudgeon, Darin	Full-time	\$ 500.00	R2R	Special
Layer, Cody	Full-time	\$ 500.00	R2R	Special
Yardley, David	Full-time	\$ 500.00	R2R	Special
Blake, Kisha	Part-time	\$ 300.00	R2R	Special
Clark, Kimberly	Casual	\$ 150.00	R2R	Special
Shireman, Judy	Casual	\$ 150.00	R2R	Special
Winchell, Dean	Casual	\$ 150.00	R2R	Special
Hill, Doug	Casual	\$ 150.00	R2R	Special
Hill, Marilyn	Casual	\$ 150.00	R2R	Special
Johann, Brianna	Casual	\$ 150.00	R2R	Special

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Scott, Barbara	Casual	F-T through MIS		Special
Marshall, Jason	Casual	F-T through MIS		Special
Crotsenberg, Jerry	Casual	F-T through Sheriff		Special
Dull, Cheryl	Casual	Eligible for PLSA/EFMLEA		Special
Morris, Amber	Casual	Eligible for PLSA/EFMLEA		Special
<b><u>Sheriff's Office:</u></b>	<b><u>Position:</u></b>	<b><u>Payment Status:</u></b>	<b><u>Funding:</u></b>	<b><u>Payroll:</u></b>
Aaron Wallace	Full-time	\$ 500.00	R2R	Special
Chris Schildgen	Full-time	\$ 500.00	R2R	Special
Clay Porter	Full-time	\$ 500.00	R2R	Special
Cody Jurgensen	Full-time	\$ 500.00	R2R	Special
Dane Kanable	Full-time	\$ 500.00	R2R	Special
Devon McNurlin	Full-time	\$ 500.00	R2R	Special
Elizabeth Reddemann	Full-time	\$ 500.00	R2R	Special
Inv. Toby Johnson	Full-time	\$ 500.00	R2R	Special
Jacob Rupnow	Full-time	\$ 500.00	R2R	Special
Ken Moe	Full-time	\$ 500.00	R2R	Special
Kevin Melby	Full-time	\$ 500.00	R2R	Special
Mike Czys	Full-time	\$ 500.00	R2R	Special
Nicholas Graham	Full-time	\$ 500.00	R2R	Special
Steve Herbers	Full-time	\$ 500.00	R2R	Special
Tim Gratz	Full-time	\$ 500.00	R2R	Special
Tom Halverson	Full-time	\$ 500.00	R2R	Special
Casey Marshall	Full-time	\$ 500.00	R2R	Special
Chuck Giese	Full-time	\$ 500.00	R2R	Special
Haydn Ring	Full-time	\$ 500.00	R2R	Special
Jerry Crotsenberg	Full-time	\$ 500.00	R2R	Special
Jordan Breunig	Full-time	\$ 500.00	R2R	Special
Kaili Klatt	Full-time	\$ 500.00	R2R	Special
Kyla Turner	Full-time	\$ 500.00	R2R	Special
Lane Crotsenberg	Full-time	\$ 500.00	R2R	Special
Nicole McDaniel	Full-time	\$ 500.00	R2R	Special
Renette Collins	Full-time	\$ 500.00	R2R	Special
Savanah Ducharme	Full-time	\$ 500.00	R2R	Special
Steve Sanders	Full-time	\$ 500.00	R2R	Special
Susan Barnes	Full-time	\$ 500.00	R2R	Special

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Karl Fredriksen	Casual	\$ 150.00	R2R	Special
Kathy Logan	Casual	\$ 150.00	R2R	Special
Christian Cejpek	Casual	\$ 150.00	R2R	Special
Zach Halverson	Casual	\$ 150.00	R2R	Special
Meggie Elliot	Casual	\$ 150.00	R2R	Special
<b><u>Highway:</u></b>	<b><u>Position:</u></b>	<b><u>Payment Status:</u></b>	<b><u>Funding:</u></b>	<b><u>Payroll:</u></b>
Adelman, Dave	FT County	\$ 500.00	R2R	Special
Clary, Austin	FT County	\$ 500.00	R2R	Special
Ehrhardt, John	FT County	\$ 500.00	R2R	Special
Farrell, John	FT County	\$ 500.00	R2R	Special
Halter, Brian	FT County	\$ 500.00	R2R	Special
McCormick, Brandon	FT County	\$ 500.00	R2R	Special
Ryan, Sam	FT County	\$ 500.00	R2R	Special
Schaub, Bill	FT County	\$ 500.00	R2R	Special
Smith, Roger	FT County	\$ 500.00	R2R	Special
Sprecher, Brady	FT County	\$ 500.00	R2R	Special
Hach, Lonnie	FT State	\$ 500.00	DOT	Special
McCauley, Duane	FT State	\$ 500.00	DOT	Special
Miller, Perry	FT State	\$ 500.00	DOT	Special
Parduhn, Chad	FT State	\$ 500.00	DOT	Special
Sebranek, Tim	FT State	\$ 500.00	DOT	Special
Starr, Ron	FT State	\$ 500.00	DOT	Special
Storms, Jesse	FT State	\$ 500.00	DOT	Special
<b><u>MIS:</u></b>	<b><u>Position:</u></b>	<b><u>Payment Status:</u></b>	<b><u>Funding:</u></b>	<b><u>Payroll:</u></b>
Couey, John	Full-time	\$ 500.00	R2R	Special
Marshall, Jason	Full-time	\$ 500.00	R2R	Special
Scott, Barbara	Full-time	\$ 500.00	R2R	Special
<b><u>Pine Valley:</u></b>	<b><u>Position:</u></b>	<b><u>Payment Status:</u></b>	<b><u>Funding:</u></b>	<b><u>Payroll:</u></b>
All eligible employees as managed through Pine Valley	Full-time	\$ 500.00	Stimulus	30-Oct
	Part-time	\$ 300.00	Stimulus	30-Oct
	Casual	\$ 150.00	Stimulus	30-Oct

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