

	RESOLUTION # _____	ITEM # _____	EXECUTIVE COMMITTEE ACTION
TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS	BOARD ACTION	Adopted: _____ For: _____ Against: _____ Abstain: _____ Abs/Excd: _____ Vote Req: _____ Other Action: _____	Adopted: <input checked="" type="checkbox"/> For: <input checked="" type="checkbox"/> Against: <input type="checkbox"/> Abstain: <input type="checkbox"/> Abs/Excd: <input type="checkbox"/>

RE: EXTRA COMPENSATION DUE TO EXTRAORDINARY EFFORT BY COUNTY EMPLOYEES DURING 2020 DUE TO COVID-19

WHEREAS, in December 2019 a novel strain of coronavirus known as COVID-19 was discovered and declared a pandemic by the World Health Organization, while the US Department of Health and Human Services, Governor Evers and the La Crosse County Board each made separate emergency declarations during the first quarter of 2020 which required major service changes, challenges and risks to employees at all levels of county government; and

WHEREAS, in order to address the imminent threat of the pandemic, the County temporarily scaled back most services in March, while redirecting more than 75% of all Health Department activities from other health priorities, while implementing emergency operating procedures through an incident command structure, dominating the activities of the Emergency Management Coordinator, Health Director, health managers and employees across multiple departments; and

WHEREAS, protecting clients has required completely revising most standard operating procedures at both long-term care campuses (Lakeview and Hillview), while significantly restructuring daily operations in the Jail and Juvenile Detention Facility; and

WHEREAS, the pandemic response has required extraordinary efforts by all county departments and employees to maintain county services, while redeploying resources in unprecedented ways, quickly implementing the means to perform work remotely, redoubling efforts to reduce costs and seek efficiencies, while also balancing increased work demands with their own family needs, caretaking, meeting increased financial challenges and responsibilities; and

WHEREAS, some Wisconsin Counties and employers have been able to provide additional compensation to their employees in appreciation of the extra effort to continue operations during 2020; and

WHEREAS, preliminary analysis through the 3rd Quarter of 2020 indicate that a majority of departments will underspend their approved budget significantly, while in many cases projected revenues will exceed original estimates and the county has maximized reimbursement of costs from federal CARES funding, which indicates that the county should close 2020 with sufficient funds to provide a modest amount of additional compensation to each fulltime employee (pro-rated for part time employees), while also receiving partial reimbursement from intergovernmental sources; and

WHEREAS, the County Administrator recommends providing \$500 of additional compensation to each full time hourly or salaried employee (pro-rated for part time employees) as the most equitable means of providing a small recognition in appreciation of the challenges during these unprecedented times; and

WHEREAS, the six highest paid employees (Psychiatrist, County Administrator, Executive Director of Long-Term Care, Advance Practice Nurse Prescribers (2) and the Human Services Director) will be excluded from receiving the additional compensation, as well as the five elected department heads (Sheriff, Clerk of Courts, County Clerk, Register of Deeds and County Treasurer) who may not receive an increase above their salaries set for their current term of office.

RE: EXTRA COMPENSATION DUE TO EXTRAORDINARY EFFORT BY COUNTY EMPLOYEES DURING 2020 DUE TO COVID-19

NOW THEREFORE BE IT RESOLVED, that the La Crosse County Board approves a one-time payment of \$500 compensation to each full-time hourly or salaried county employee in all departments, excluding the six highest paid employees and the five elected department heads, and this amount shall be prorated for part-time employees based on full-time equivalency during the year, to be paid in December 2020 in recognition of the extraordinary effort of public service in 2020.

FISCAL NOTE: The total amount of additional compensation approved is approximately \$590,000 for approximately 1300 employees, the vast majority to be covered from within the approved 2020 departmental budgets or with account transfers from the Salary Contingency Fund in March of 2021 at the close of the 2020 financial year.

Date: 12/9/2020
[Signature]
EXECUTIVE COMMITTEE CHAIR

Date: 12/9/2020
[Signature]
RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended	
Co. Admin.		<u>SO</u>		Requested By: Steve O'Malley Date Requested: December 2, 2020 Drafted By: County Administrator
Fin. Director	<u>SD</u>			
Corp. Counsel	<u>AMF (to. MLD)</u>			
Board Chair				

Adopted by the La Crosse County Board this _____ Day of _____, 2020