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2021 RES-429
PROVIDING A ONE TIME STIPEND TO CERTAIN EMPLOYEES
OF BADGER PRAIRIE HEALTH CARE CENTER

In 2020, employees of Badger Prairie Health Care Center worked with some of Dane County's most vulnerable citizens in need of health and long-term care services during the COVID-19 pandemic. Their heroic work was done at great risk to their own health and well-being. They donned full personal protective equipment to enter the Center, and persevered through a grueling, volatile, and highly uncertain time. Despite the unprecedented challenges, they achieved high care quality ratings and a minimal number of COVID-19 cases.

On March 18, 2020, President Trump signed the Families First Coronavirus Response Act (FFRCA) into law, which included the Emergency Paid Sick Leave Act and the Emergency Family Medical Leave Expansion Act.

The Emergency Paid Sick Leave Act required Dane County to offer 80 hours of leave for an employee's needs during the COVID-19 pandemic. To implement this leave, Dane County created COVID-19 Emergency Leave.

The Emergency Family Medical Leave Expansion Act provided 12 weeks of job protected leave to employees to care for a child of the employee under 18 years of age if the child's school or place of care had been closed, or the childcare provider of the child was unavailable due to the COVID-19 public health emergency. The County had implemented this benefit, but the federal Families First Coronavirus Response Act excluded emergency responders and healthcare providers from receiving the benefits of both the Emergency Paid Sick Leave Act and the Emergency Family Medical Leave Expansion Act.

To remedy this disparity for county employees, Dane County created a COVID-19 Emergency Leave benefit, available to emergency responders and healthcare providers so that they would receive the same 80 hours as other county employees, except that Departments could deny the use of this leave. Recognizing that some positions may be denied the use of this benefit through the nature of their work in response to the pandemic, the County Executive added the additional stipulation that only emergency responders and healthcare providers would be able to cash out any unused leave time at the end of the payroll year. Emergency responders and healthcare providers remained unable to access any of the benefits of the Emergency Family Medical Leave Expansion Act.

"Healthcare provider" was defined initially for this purpose by the Federal Department of Labor to include all employees at a health care facility. Thus, every employee of Badger Prairie Health Care Center should have been given access to the County-created leave benefit and payout of unused leave.

Throughout 2020, the Department of Administration reviewed federal regulations and worked with Department Heads to determine whether a position fit the definition of "emergency responder or healthcare provider." This review process resulted in changes during the year to who was eligible for the leave, and thus excluded several employee classifications at Badger Prairie Health Care Center from payout of the leave benefit despite their being employees of a healthcare facility.

NOW, THEREFORE, BE IT RESOLVED that the Dane County Board recognizes and thanks Badger Prairie Health Care Center employees for their work during 2020.

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53 **BE IT FURTHER RESOLVED** that a one-time stipend be awarded to the following Badger
54 Prairie Health Care Center employee class members equal to the balance of unused COVID-19
55 leave at the end of 2020 times their hourly rate at the end of 2020.

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57 ACCOUNT CLERK II
58 ACCOUNT CLERK III
59 ACCOUNTING ASSISTANT
60 ACTIVITY AND VOLUNTEER SUPERVISOR
61 ACTIVITY ASSISTANT
62 ADMINISTRATIVE SERVICES SUPERVISOR
63 CLERK I-II
64 CLINICAL EQUIPMENT AND SUPPLIES COORDINATOR
65 COSMETOLOGIST
66 EQUIPMENT & INVENTORY TECHNICIAN
67 MEDICAL CODING AND HEALTH INFORMATION SPECIALIST
68 RECREATION THERAPIST
69 REGISTERED DIETICIAN
70 SCHEDULING CLERK I
71 SENIOR SOCIAL WORKER
72 SOCIAL SERVICES SUPERVISOR

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74 **BE IT FURTHER RESOLVED** that the following accounts be adjusted in the 2022 operating
75 budget:

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77	BPADMIN	10009	Wages	\$7,640.61
78	BPADMIN	10108	Soc. Sec.	\$584.51
79	BPHCRES	10009	Wages	\$33,560.06
80	BPHCRES	10108	Soc. Sec.	\$2,567.34