

1                               **2021 RES-429 AS AMENDED BY P& F 5/4/2022**  
2                               **PROVIDING A ONE TIME STIPEND TO CERTAIN EMPLOYEES**  
3                               **OF BADGER PRAIRIE HEALTH CARE CENTER**  
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5       In 2020, employees of Badger Prairie Health Care Center worked with some of Dane County's  
6       most vulnerable citizens in need of health and long-term care services during the COVID-19  
7       pandemic. Their heroic work was done at great risk to their own health and well-being. They  
8       donned full personal protective equipment to enter the Center, and persevered through a  
9       grueling, volatile, and highly uncertain time. Despite the unprecedented challenges, they  
10       achieved high care quality ratings and a minimal number of COVID-19 cases.

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

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

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

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

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

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

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

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

- ACCOUNT CLERK II
- ACCOUNT CLERK III
- ACCOUNTING ASSISTANT
- ACTIVITY AND VOLUNTEER SUPERVISOR
- ACTIVITY ASSISTANT
- ADMINISTRATIVE SERVICES SUPERVISOR
- CLERK I-II
- CLINICAL EQUIPMENT AND SUPPLIES COORDINATOR
- COSMETOLOGIST
- EQUIPMENT & INVENTORY TECHNICIAN
- MEDICAL CODING AND HEALTH INFORMATION SPECIALIST
- RECREATION THERAPIST
- REGISTERED DIETICIAN
- SCHEDULING CLERK I
- SENIOR SOCIAL WORKER
- SOCIAL SERVICES SUPERVISOR

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

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