



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

June 24, 2020

To the Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Re: Common Council File #200293

Dear Committee Members,

On May 26, 2020 the Mayor issued a proclamation which granted Hazard Pay to general city employees in the amount of \$3.13 an hour. The proclamation was then approved by the Common Council (file #200147) on May 27, 2020. If the Common Council and the City want to extend this benefit to certain sworn police and fire employees, the City must enter into a Memorandum of Understanding ("MOU") with those employees' respective labor unions. The Milwaukee Fire Fighters' Association, Local 215, IAFF, AFL-CIO (Lo. 215) approached the City requesting to enter into a MOU with the City for hazard pay.

The City proposed the attached MOU to the Union, the terms of which are as follows:

- A \$250 lump sum, non-base building, non-pensionable bi-weekly payment.
- Payment ceases if any of the following occur: 1) funding becomes unavailable through the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act") Grant, the receipt of which was approved via Common Council File No. 200022; 2) Hazard Pay for the employees described above ceases to be an eligible expense under the CARES Act grant; or 3) the Health Commissioner declares an end to the Public Health Emergency.
- To be eligible an employee must be performing hazardous duty or work involving physical hardship, in each case that is related to COVID-19, and have duties which are substantially dedicated to mitigating or responding to the COVID-19 public health emergency, as defined in "Coronavirus Relief Fund Frequently Asked Questions" updated May 28, 2020.

A copy of the resolution, the MOU, and a fiscal impact statement are attached. It is recommended that the attached resolution be approved.

Sincerely,

Nicole M. Fleck
Labor Negotiator

CC: Chief Mark Rohlfig
Michael Bongiorno

