



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Nicole Fleck
Labor Negotiator

May 18, 2020

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

Dear Committee Members;

The Department of Employee Relations (DER) has been providing policy and administrative guidance and direction to the administration and to all City of Milwaukee departments relative to employment issues associated with the COVID-19 emergency.

Our response has been defined by the need to comply with changes in federal and state regulations, the implementation of employment protocols to manage and respond to the emergency, the need to ensure that employees have access to the information and services needed to cope, and the desire to be mindful of our responsibilities to the residents and taxpayers of the City while supporting our employees and their families during this difficult and unprecedented times.

We have prepared this summary to give the Council members a glimpse into the volume and complexity of the work performed by the department since the middle of March. This summary includes two attachments. The first is a chronological summary of the policies, protocols, and FAQs developed and implemented to assist departments, managers and employees address the myriad of employment issues associated with COVID-19. The second attachment is a summary of changes to benefit design, programming and the method of delivery of services implemented since March of this year to help employees and their families cope with all of the challenges associated with the emergency.

The DER has followed guidance provided by public health authorities, OSHA, the National Safety Council, and the Department of Homeland Security. We also participate on weekly conference calls with over 40 municipalities across the nation dealing and responding to similar employment issues and sharing best practices.

I look forward to discussing this information with the Committee on Wednesday, May 20th.

Sincerely

Maria Monteagudo

Maria Monteagudo
Director

