

1 **281-022022**

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3 **RESOLUTION: Extending Project Positions in the Public Health Department**

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6 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

7 **WHEREAS**, the Winnebago County Health Department has been awarded a grant from the Wisconsin
8 Department of Health to support COVID-19 response efforts, which necessitated the hiring of COVID-19 contact
9 tracers, hotline operators and other staff to respond to the pandemic, for which the actual costs are fully covered by
10 the grant; and

11 **WHEREAS**, since the need for COVID-19 response staff was not expected to exceed two years, instead of
12 adding positions to the permanent Table of Organization, the Health Department hired temporary and project
13 employees which under Human Resources 3.03 as adopted by the Board, may continue for a maximum time period
14 of two years for the same project; and

15 **WHEREAS**, due to the COVID-19 pandemic lasting more than two years, there is a need to suspend project
16 employee term limitations and extend the project positions through December 31, 2022 unless further extended by
17 action of the Board; and

18 **WHEREAS**, there is a continued need by the Health Department to address the COVID-19 pandemic in the
19 community and work toward minimizing the spread of COVID-19 in the community which involves retaining the
20 project employees hired and;

21 **WHEREAS**, COVID-19 grants are still available; and

22 **WHEREAS**, current policy does not permit the project position to continue past two years from the date of
23 hire as a project employee, unless an extension is approved by the Board; and

24 **WHEREAS**, no budget transfer is necessary; and

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26 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
27 authorizes project employees to be employed by the Winnebago County Health Department for the purpose of
28 supporting the COVID-19 response efforts for more than two years specifically through December 31, 2022 unless
29 further extended by action of the Board, notwithstanding other contrary provisions of Human Resources Policy 3.03.

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31 **Fiscal Note:** No budget transfer needed. Amounts to pay project employees have been included in the 2022
32 approved budget and are expected to be covered by grant revenue.

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34 Respectfully submitted by:

35 **BOARD OF HEALTH COMMITTEE**

36 Committee Vote: 7-0

37 Respectfully submitted by:

38 **PERSONNEL AND FINANCE COMMITTEE**

39 Committee Vote: 5-0

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42 Vote Required for Passage: Majority of Those Present

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44 Approved by the Winnebago County Executive this ____ day of _____, 2022.

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Jonathan D. Doemel
Winnebago County Executive

Agenda Item Report



Winnebago County
The Wave of the Future

DATE: *February 3, 2022*
TO: *P&F COMMITTEE*
FROM: *Doug Gieryn, Public Health Director*
RE: *Request to Extend Project Employee Appointments Past 2 Years*

Background:

Under Human Resources Policy 3.03, Project Employees may be employed for a maximum of two years. An extended COVID-19 pandemic response is putting some well-seasoned and valued staff at risk of termination. These staff are funded with grant dollars for the pandemic response.

The Board of Health took up this resolution on January 21, 2022 and voted 7-0 in favor of suspending the project employee limit of two years for the pandemic response.

Policy Discussion:

The alternatives to not suspending the two year limit for project employees are:

- Discontinue employment and recruit new staff – would lose experience, capacity and incur costs of recruitment and training of new staff. Dismissive of the commitment to serve our community in crisis.*
- Hire on as regular employees – would require a table of organization change and funding is not secure to support the positions once grant funding is no longer available.*

The staff in these positions signed on for an unknown and unpredictable commitment and have been and still are a critical component of the pandemic response in areas of vaccination, testing, supervision of other staff, planning, hotline, etc.

Requested Action:

Suspend project employee term limitations for the purpose of the pandemic response

Committee Action:

The Board of Health took up this resolution on January 21, 2022 and voted 7-0 in favor of suspending the project employee limit of two years for the pandemic response.

Attachments:

Resolution xxxx