



**CITY OF STURGEON BAY
PERSONNEL COMMITTEE
Wednesday, November 11, 2020
Council Chambers - 421 Michigan Street, Sturgeon Bay
11:00 a.m.**

1. Roll call.
2. Adoption of agenda.
3. Consideration of: Coordination of Compensation for Sturgeon Bay Part-Time Firefighters for Qualifying COVID 19 conditions.
4. Adjourn.

Personnel Committee Members:
Dan Williams, Chr.
J. Spencer Gustafson, Vice Chr.
Dennis Statz

Posted:

Date: 11/10/2020
Time: 10:40 am
By: SLR

EXECUTIVE SUMMARY

TITLE: Coordination of Compensation for Sturgeon Bay Part-Time Firefighters for Qualifying COVID 19 conditions.

BACKGROUND: Sturgeon Bay Fire Department part-time firefighters backfill night and weekend shifts when full-time firefighters are on vacation, sick, or at training. While a part-time firefighter is working they are expected to perform the same duties that full-time firefighters perform.

The language of the Family First Care Act (FFCA) requires that employers provide employees up to 80 hours of paid sick leave for full time employees or a proration thereof for part time employees for certain COVID related conditions. This language does not provide protection for part time firefighters who may have contracted COVID while performing their firefighting duties. Workers compensation lays the expectation on the part time firefighter to prove they contracted COVID on the job, which is near impossible to do based on how the virus can spread, its incubation period, and an individual's immune system. Since part-time firefighters are expected to perform at the same level as a full-time firefighter the same protections should be afforded.

When a part-time firefighter is called in for a fire they are compensated at \$26.75 per hour. When a firefighter tests positive with COVID19, the Fire Departments conducts internal contact tracing and identifies those who have worked with or been in close contact with the positive individual. As a result of internal contract tracing, we have been able to identify those who may potentially have been exposed, and with this, we have been able to correlate both full-time and part-time exposures along with positive cases.

In determining how to compensate part-time firefighters for their loss of income from their full-time career, it would be appropriate to compensate part-time firefighters at \$26.75 per hour for up to 80 hours in the event they are off of work for qualifying COVID conditions with the following provisions:

- If through contract tracing, the City can reasonably assume that COVID19 could have been contracted while on duty at the SBFD.
- \$26.75 per hour up to 80 hours for qualifying COVID conditions.
- Part time firefighters will need to provide payroll information from their full-time employment, including compensated absences (sick, vacation, other paid time off used as result of COVID

quarantine), unemployment payments, workers compensation, or any other gap compensation.


- Payment would be based upon the difference between their other income and what they would be paid as if they worked at a rate of \$26.75 for a maximum of 80 hours.
- Coordination of Compensation for Sturgeon Bay Part-Time Firefighters will be retroactive to 10/26/2020.
- Coordination of Compensation for Sturgeon Bay Part-Time Firefighters ends on 12/31/2020.

FISCAL IMPACT: Maximum potential expense would not exceed \$33,369.45 including all wages, FICA, and Workers Compensation.

RECOMMENDATION: Approve the Coordination of Compensation for Part-Time Firefighters as related to COVID19 with the following provisions:

- If through contract tracing, the City can reasonably determine that COVID19 was contracted while on duty at the SBFD.
- \$26.75 per hour up to 80 hours for qualifying COVID conditions.
- Part time firefighters will need to provide payroll compensation information from their full-time employment, unemployment or any other gap compensation.
- Coordination of Compensation for Sturgeon Bay Part-Time Firefighters will be retroactive to 10/26/2020.
- Coordination of Compensation for Sturgeon Bay Part-Time Firefighters provision ends on 12/31/2020.

PREPARED BY:

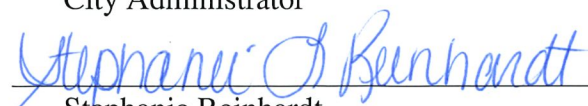

Tim Dietman
Fire Chief

11-10-2020
Date

REVIEWED BY:

/s/
Josh VanLieshout
City Administrator

11/10/20
Date


Stephanie Reinhardt
City Clerk/HR Director

11/10/20
Date


Valerie Clarizio
Finance Director

11/10/20
Date