		DANE COUNTY BOARD OF SUPERVISORS 2023 OPERATING BUDGET AMENDMENT	
Amendment #	P&F-O-6		
Sponsor:		Supvervisors Glazer and Miles	
Oversight Committee Action:		Personnel and Finance	
Personnel & Fina	ince Action:		
Department:		Administration	
Program:		Employee Relations	
Motion:			
be established or Employee Group appointed by the member. The term and the subcomm an active contract be a point of conference of the contract, to be contract, to be contract, to be conference of claims of workplated Ordinances, Employee expectations; and system-wide ineference.	omprised of the Cour s, appointed by the C Chair of Personnel a m of membership of nittee can only termit t. The duties of the fact for the ombudsp increased in the Dep insidered a significar County government ce conduct that may oloyee Benefit Handb d provide analyses a	PROPRIATIONS RESOLUTION, "The Personnel & Finance Omboty Executive or designee; the Board Chair or designee; a represendar of Personnel and Finance; an employee not in an employee and Finance; and the Chair of the Personnel and Finance Commit employee representatives and supervisors shall coincide with the nated by joint action of the Board Chair and County Exec, but in nesubcommittee are to meet at least annually to hear reports from the erson; and make recommendations for further action. For the contract, to hire an ombuds service with the mission to: Assist of the expectation of the employment procedures and practices set for book or Administrative Practices Manual, other County polices or with the commendations of policy and rule changes needed to address on training related to processes and procedures of County employment procedures of County e	entative of the group or union, tee as an ex offic County Board term o case while there is no enabled by the county employees, so concerns about or or the in the County's workplace as departmental or
FTE Effect: Line Item Detail	<u>. </u>		
Org	Object	DESCRIPTION:	Amount
ADMEMPRL	NEW	POS OMBUDS CONTRACT	\$150,000

Intent/Justification

With the amendment, the county would retain a consultant for a term not to exceed three years to provide ombuds services to include: 1. Education related to the Ombuds service and county processes; 2. Accept claims related to employment dispute processes; 3. Assess such claims; 4. Make Recommendations to the Personnel & Finance Ombuds Subcommittee related to employment dispute process improvement; and 5. Prepare and present an Annual Report to the Personnel & Finance Ombuds Subcommittee.

The requirements of the contract include Standards/Specifications or Certification by International Ombuds Association or similar; 5 years experience as an ombuds, arbitrator, mediator, or lawyer with judicial experience, or equivalent experience with conflict resolution or human resources; be local to Dane County (or have a physical presence that will staff the job located in Dane County). To ensure the contracted service provider best meets the goals and expectations of the P&F Ombuds Subcommittee, it is recommended that the bid responses to the request for proposals be reviewed or selected by a panel including members matching the stakeholders represented on the subcommittee.

NET GPR EFFECT: \$150,000