

DANE COUNTY
POLICY AND FISCAL NOTE

<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Update	Substitute No. _____
Sponsor: MILES		Resolution No. 2025 RES-262
Vote Required: Majority <input checked="" type="checkbox"/>		Ordinance Amendment No. _____
Two-Thirds _____ 3/4 _____		

Title of Resolution or Ord. Amd.:

Approving Changes to the 2026 Employee Benefit Handbook

Policy Analysis Statement:

Brief Description of Proposal -

This resolution approves changes to the Employee Benefit Handbook, effective the first pay period of 2026.

Current Policy or Practice -

Changes to the Employee Benefit Handbook require County Board Approval.

Impact of Adopting Proposal -

The changes to the handbook will be approved as described.

Fiscal Estimate:

Fiscal Effect (check all that apply) -

- ☐ No Fiscal Effect
☒ Results in Revenue Increase
☒ Results in Expenditure Increase
☐ Results in Revenue Decrease
☐ Results in Expenditure Decrease

Budget Effect (check all that apply)

- ☒ No Budget Effect
☐ Increases Rev. Budget
☐ Increases Exp. Budget
☐ Decreases Rev. Budget
☐ Decreases Exp. Budget
☐ Increases Position Authority
☐ Decreases Position Authority
Note: if any budget effect, 2/3 vote is required

Narrative/Assumptions about long range fiscal effect:

Some changes to the Employee Benefit Handbook will nominally increase expenditures and revenues for 2026. The cost of these expenditures can be absorbed within the adopted 2026 Budget.

Expenditure/Revenue Changes:

	Current Year		Annualized			Current Year		Annualized	
	Increase	Decrease	Increase	Decrease		Increase	Decrease	Increase	Decrease
Expenditures -					Revenues -				
Personal Services									
Operating Expenses									
Contractual Services									
Capital									
Total	\$0	\$0	\$0	\$0	Total	\$0	\$0	\$0	\$0

Personnel Impact/FTE Changes:

Prepared By:

Agency: Admin	Division: Admin	
Prepared by: Nick Bubba	Date: 12/3/25	Phone: 608-266-8477
Reviewed by:	Date:	Phone: