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3 **2022 OA-034**

4 AMENDING CHAPTER 18 OF THE DANE COUNTY CODE OF ORDINANCES,  
5 REGARDING THE USE OF LIMITED TERM EMPLOYEES

6 The County Board of Supervisors of the County of Dane does ordain as follows:  
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8 ARTICLE 1. Unless otherwise expressly stated herein, all references to section  
9 and chapter numbers are to those of the Dane County Code of Ordinances.

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11 ARTICLE 2. Section 18.16(1)(h) is created as follows:

12 **18.16 NONTENURED APPOINTMENTS.**

13 (h) After twenty-four months, all limited term employees shall be terminated or  
14 may be considered for a position in the civil service system the first payroll of the  
15 following year.

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17 ARTICLE 3. Section 18.16(1)(i) is created as follows:  
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19 (i) Limited term employees shall not be used to avoid the filling of positions  
20 through the civil service procedure set forth in section 18.09. Limited term  
21 employees shall not be serialized or rotated into the same continuous work  
22 assignment in order to provide the same work as an employee. All limited term  
23 employees shall be laid off prior to the layoff of employees doing similar work,  
24 provided the remaining employees are qualified to perform the work.

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26 ARTICLE 4. Section 18.16(1)(j) is created as follows:  
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28 (j) Limited term employees shall receive time and one-half (1/2) their hourly  
29 rate for all work performed in excess of forty (40) hours per week. Limited term  
30 employees who are directed to use their personal vehicles for County business  
31 shall be reimbursed as provided in section 20.11, Dane County Ordinances.  
32 Limited term employees shall have access to parking as arranged by the Parking  
33 Ramp Manager. For limited term employees required to wear safety shoes/boots,  
34 the County shall provide an annual payment to such employees as specified in the  
35 Employee Benefit Handbook.

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37 *[EXPLANATION: This amendment further restricts the use of limited term*  
38 *employees, and codifies certain benefits.]*  
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