

1 **2023 OA-040**

2 AMENDING CHAPTER 18 OF THE DANE COUNTY CODE OF ORDINANCES,
3 REGARDING A CATASTROPHIC LEAVE PROGRAM
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5 The County Board of Supervisors of the County of Dane does ordain as follows:
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7 ARTICLE 1. Unless otherwise expressly stated herein, all references to section
8 and chapter numbers are to those of the Dane County Code of Ordinances.
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10 ARTICLE 2. Section 18.04(8n) is created to read:

11 (8n) Catastrophic need means an illness or injury that incapacitates or is
12 expected to incapacitate an employee or an employee's family member, that
13 requires the employee to take time off from work for an extended period of time
14 and that creates a financial hardship for the employee.
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16 ARTICLE 3. Section 18.29(1m) is created to read:

17 (1m) Catastrophic Leave.

18 (a) The Division shall develop and implement a program through which
19 employees may voluntarily donate leave to other employees who face a
20 catastrophic need.

21 (b) An employee with a catastrophic need may apply to the Division for paid
22 catastrophic leave. Approval of catastrophic leave is dependent upon availability
23 of donated leave pursuant to sub (a).

24 (c) If the Division determines an employee is ineligible to receive donated leave
25 under this subsection, the employee may appeal to the Committee by filing a
26 written request within ten business days of a denial. The Committee may affirm
27 the Division's denial or grant the employee's request for donated leave. The
28 decision of the Committee shall be final.
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31 *[EXPLANATION: This amendment establishes a catastrophic leave program in*
32 *ordinance and provides for an appeal process.]*