

APPROVING CHANGES TO THE 2020 EMPLOYEE BENEFIT HANDBOOK

The Department of Administration has proposed amending the Employee Benefit Handbook (“EBH”) for 2020. Amendments to the following subjects have been incorporated in the 2020 Handbook and are specifically set forth in each employee group section of the EBH, located at <https://admin.countyofdane.com/EmpRel>:

- ACCOMMODATIONS FOR DISABILITIES
- ACTING CLASS PAY
- BILINGUAL CLASSIFICATION PAY
- BILL OF RIGHTS FOR REGISTERED NURSES
- C.N.A. MANDATION
- CLINICAL CARE COORDINATOR (UNDESIRABLE HOURS PREMIUM PAY)
- DEATH IN IMMEDIATE FAMILY
- DEFINITIONS- TRIAL PERIOD
- DOMESTIC PARTNER
- HEALTH & DENTAL INSURANCE
- HOLIDAYS
- HOURS OF WORK
- IDENTIFICATION & ACCESS CARDS
- INDEPENDENT CONSULTANT
- INSURANCE ADVISORY COMMITTEE
- INTRA/INTER-DEPARTMENTAL TRANSFERS
- INTRODUCTION
- LIMITED TERM EMPLOYEES
- OVERTIME
- PAID PARENTAL LEAVE
- PROBATIONARY PERIODS
- PROMOTIONS
- RETIREMENT SICK LEAVE CREDIT CONVERSION/POST RETIREMENT MEDICAL REIMB PLAN
- SENIORITY
- SENIORITY TRANSFERS
- SEPARATION FROM COUNTY SERVICE
- SICK LEAVE
- STANDBY DUTY-PUBLIC SAFETY COMMUNICATIONS TECHNICAL SUPPORT
- UNDESIRABLE HOURS PREMIUM PAY
- VACATION
- VOLUNTARY LEAVE

As in previous years, the Department of Administration has also proposed making the benefit improvements set forth in the EBH applicable to those managerial and confidential employees whose terms and conditions of employment are not covered by the EBH. Pursuant to Dane County Ordinance, the amendments to the EBH have been shared with interested stakeholders.

Additionally, the County Executive has proposed the development of a Community Service Time Off Benefit.

50 NOW, THEREFORE, BE IT RESOLVED that the Dane County Board of Supervisors approves the
51 changes to the terms and conditions of employment set forth in the 2020 Employee Benefit
52 Handbook;

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54 BE IT FURTHER RESOLVED that any benefit improvements provided by the 2020 Employee
55 Benefit Handbook be extended to managerial and confidential employees;

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57 BE IT FURTHER RESOLVED that an eight (8) hour community service time off benefit is created;

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59 BE IT FINALLY RESOLVED that the Department of Administration is authorized to take
60 appropriate actions to implement the terms of this Resolution.