

Approving Changes to the 2027 Employee Benefit Handbook

The Department of Administration has proposed amending the Employee Benefit Handbook (“EBH”) for payroll year 2027, effective December 13, 2026. Amendments to the following subjects have been incorporated in the 2027 Handbook and are specifically set forth in each employee group section of the EBH, located at: <https://www.connect2dane.com/Engagement/Home> and at <https://admin.danecounty.gov/News-from-the-Director>

Accommodations
Acting Class Pay/Acting Class Pay Hourly
Artificial Intelligence (AI) Governance Committee and Employee Protections
BPHCC Charge Pay
BPHCC Labor Management Committee
Caregiver Leave
Child Care Work Group
C.N.A Mandation
Discipline, Suspension, and Discharge
Domestic Partner
Employee Lounge, Lockers
Health and Dental Insurance
Holidays
Hours of Work/Rest Breaks/Lunch Periods
Intra/Inter-Departmental Reassignments/Transfers
Lactation Policy
Limited Term Employees
Promotions
Reclassifications, Reallocations, Title Changes, and Bilingual Designations Notifications
Safety and Working Conditions
Salary
Transfer of County Functions
Vacation
Voluntary Leave Program (Unpaid)
Undesirable Hours Premium Pay

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.

NOW, THEREFORE, BE IT RESOLVED that the Dane County Board of Supervisors approves the changes to the terms and conditions of employment set forth in the Essential Provision of the 2027 Employee Benefit Handbook.

BE IT FURTHER RESOLVED that any benefit improvements provided by the 2027 Employee Benefit Handbook be extended to managerial and confidential employees.

49 BE IT FINALLY RESOLVED that the Department of Administration is authorized to take appropriate
50 actions to implement the terms of this Resolution