

In support of item 1- adding vacation:

From Dane County website: <https://admin.countyofdane.com/employee-relations/active-employee>
Two (2) to three (3) weeks of vacation time will be granted to employees in the 1st-5th year of employment. Employee group or union contracts vary. Management positions begin with three (3) weeks.

The attorney group at the County begins at 2 weeks but accrues more vacation faster. Between 3-5 years in they reach 13 days, between 5-7 years they are at 18 days.

From State of Wisconsin employee vacation benefits website: <https://etf.wi.gov/paid-time-pto>

In support of item 4- cash-out of professional time: this item would require a handbook modification and an amendment to the corresponding ordinance (MGO 3.54(14)(a)7. and 8.)

PROFESSIONAL TIME

The City recognizes that the professional work performed by Compensation Group 23 employees cannot be standardized in relationship to a given period of time. As such, Compensation Group 23 employees will be entitled to professional time as described in MGO 3.54(14)(a)8.

In support of item 7- adding Juneteenth as a paid holiday:

https://madison.com/wsj/news/local/govt-and-politics/dane-county-board-makes-juneteenth-paid-holiday-for-county-government-employees/article_9b8c6da1-8ddd-53c4-abd4-956d2ce7a1dd.html

Dane County resolution declaring Juneteenth a paid holiday for all Dane County Government Employees: <https://dane.legistar.com/View.ashx?M=F&ID=8661432&GUID=4B4DFF8C-610D-40DE-92FF-83982821766C>

Dane County comptroller estimates it will cost the County \$66,000 in 2021: <https://dane.legistar.com/View.ashx?M=F&ID=8661433&GUID=BBA52368-8E23-48A1-ADF7-DCDAFD7497B0>

In support of item 8 – adding election day as paid holiday:

Current MCAA Handbook language:

ELECTION TIME OFF

State law requires that employees be allowed time off for the purpose of voting on election day. Any employee wishing to vote during regular work hours should notify his/her supervisor in advance of the desire to vote on election day. Any employee having given notice prior to election day may take up to 3 hours of vacation, compensatory time, personal time, or absence without pay, for the purpose of voting on election day. The City, and specifically each individual department/division, reserves the right to designate the time of day in which an employee is released to vote.

Here is the state law referenced in the handbook – note it allows for a holiday to be created:

6.76 Time off for voting.

(1) Any person entitled to vote at an election is entitled to be absent from work while the polls are open for a period not to exceed 3 successive hours to vote. The elector shall notify the affected employer before election day of the intended absence. The employer may designate the time of day for the absence.

(2) No penalty, other than a deduction for time lost, may be imposed upon an elector by his or her employer by reason of the absence authorized by this section.

(3) This section applies to all employers including the state and all political subdivisions of the state and their employees, but does not affect the employees' right to holidays existing on June 28, 1945, or established after that date.