BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON

In the Matter of Approving Bereavement Leave   )
Benefits for Non-Represented County Employees   )   ORDER NO. 5-2009
—————————————————————   )

     WHEREAS, the County establishes a benefits package in order to be able to recruit and retain quality employees; and

     WHEREAS, the County wishes to modify the current benefits package to maintain its competitiveness in the labor market;

     NOW, THEREFORE, IT IS HEREBY ORDERED that, effective February 1, 2009, unless otherwise noted, the County approves the following benefits for employees who are otherwise eligible to receive County benefits under the Columbia County Personnel Rules but who are not represented by a labor organization:

In addition to regular sick leave, an employee shall be granted up to five (5) days of bereavement leave, with regular salary, as may be necessary as a period of mourning, to make household adjustments, arrange for funeral services, or to attend funeral services in the event of death in the immediate family of the employee. Employees are expected to use only the amount of leave necessary. Immediate family is defined as the spouse, domestic partner, son, daughter, grandparents, grandchildren, mother, father, brother or sister of the employee or the employee's spouse or domestic partner or the aunt, uncle, niece, nephew, stepparent or stepchild of the employee or any relative regularly residing in the employee's home. Bereavement leave may be authorized by the Human Resources Director at his/her sole discretion in circumstances justified by an employee who enjoyed an exceptional relationship with a person not within the scope of this paragraph.

     Use of accrued sick leave and/or vacation may be authorized to extend bereavement leave with approval of the department head.

DATED this 21ˢᵗ day of January, 2009.

                     BOARD OF COUNTY COMMISSIONERS
                     FOR COLUMBIA COUNTY, OREGON

                     By:_____
                          Rita Bernhard, Chair

Approved as to form   By:_____
                          Anthony Hyde, Commissioner

By:_____ By:_____
Office of County Counsel   Earl Fisher, Commissioner