

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON

In the Matter of Declaring a Financial Exigency)	Amended and Restated
and Establishing a Furlough Schedule for Fiscal)	Order No. 15-2012
Year 2012-2013)	

WHEREAS, the Collective Bargain Agreement with the Columbia County Employees Local 1442, AFSCME, AFL-CIO ("Local 1442"), Section 17.10 provides, as follows: "In the event of a financial exigency, the County may establish a furlough schedule in lieu of layoffs or to minimize layoffs. Such furlough schedule shall constitute an exception to the regular work week as described in the Collective Bargaining Agreement. In the event of a furlough schedule, reduced hours of work will not affect the County's contribution to health insurance benefit costs or monthly earned leave accrual rates"; and

WHEREAS, based on 2011-2013 staffing levels, the County General Funds faces an unprecedented budgetary short falls for Fiscal Year 12-13, in the amount of 2.38 million dollars; and

WHEREAS, the Road Fund, Community Corrections Fund, Fair Fund, Transit Fund, Solid Waste Fund and Building Fund are unable to meet adequate contingency reserves; and

WHEREAS, as set forth in the budget message, the budgetary short falls are primarily due reduced revenue, as follows: flat property tax revenue; the loss of all O&C Timber payment funding in 2012-2013 (the General Fund's second largest source of unrestricted funds); the loss of \$200,000 in anticipated gas tax revenue; the loss of jail bed rentals and mental health funding in the jail; a 30% reduction in unrestricted 2011-2012 beginning balance; a reduction in Corrections funding in the amount of 9.5%; flat transfer station revenue; and declining building fund fees; and

WHEREAS, as set forth in the budget message, the budgetary short falls are exacerbated by increased costs, as follows: personnel expenses are up 6%; transfer station contract operations costs are up approximately 2.9%; PERS increase of 1%; and \$100,000 in increased unemployment fund costs; and

WHEREAS, the County has had to lay off 4.23 additional staff in Fiscal Year 2011-12 because fund levels are worse than expected when the Fiscal Year 11-12 budget was adopted; and

WHEREAS, in order to adopt a balanced budget as required by law, the County must make significant cuts in FY 12-13, including, but not limited to the following: reduce 13 FTE through reduced hours and layoffs (exclusive of furloughs); reduce Materials and Services by 10%; reduce contingency reserves to levels not consistent with the County's 2 month operating reserve policy;

and implementing 26 furlough days; and

WHEREAS, without the furlough days, the County would be required to reduce 6 additional FTE, for a total of 19 FTE in FY 12-13; and

WHEREAS, because the County has experienced budget shortfalls several years in a row, all non-essential materials, services, and personnel have already been cut from the budget in prior years, significantly decreasing the amount of core public services the County can provide; and

WHEREAS, County personnel has been reduced by 19% over the over the last two years (from 120 FTE in FY 10-11 to 97 FTE in FY 12-13); and

WHEREAS, while the reduction of 13 FTE will additionally hinder the County's ability to provide core public services, and the reduction of 19 FTE would essentially cripple the County's ability to provide its core functions;

NOW, THEREFORE, IT IS HEREBY Ordered, as follows:

1. The Board of County Commissioners finds and declares that a financial exigency exists in Columbia County. To minimize layoffs that would effectively cripple the County's ability to perform its core services, the County will establish a furlough schedule for fiscal year 2012-2013.
2. For the time period July 1, 2012 to June 30, 2013, the County will implement 26 furlough days for all employees employed at .5 FTE or greater in the following County Departments: Assessor, Board of County Commissioners, Clerk, County Counsel, District Attorney, Emergency Management, Finance and Taxation, Human Resources, Information Technology, Justice Court, Juvenile, Land Development Services, and Surveyor.; ~~Transit, as well as the Office Manager in the Sheriff's Office.~~
3. The following elected officials are also subject to the furlough days: Assessor, Clerk, Board of County Commissioners, and the District Attorney.
4. Furlough days will begin on July 13, 2012 and occur every other Friday through June 30, 2013.
5. All County offices in the Courthouse and Courthouse Annex will be closed to the public every Friday during the time period July 1, 2012 to June 30, 2013.
6. Department Heads may choose to flex up to six furlough days for employees from the designated furlough day listed herein, to another day within the same payroll period to allow for needed attendance at conference, meetings, trials, etc.
7. For the time period July 1, 2012 to June 30, 2013, the County will implement 6 furlough

days for Local 1442 members and non-represented members in the Community Corrections Division of the Department of Community Justice. A schedule will be established upon conclusion of bargaining with the Federation of Parole and Probation Officers.

8. Departments are expected to understand that the administrative support departments have been reduced such that their ability to respond is more limited and shall act accordingly in working with administrative departments.

Dated this 17th day of July, 2012.

Approved as to form

By: Swan Hanson
Office of County Counsel

BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON

By: [Signature]
Anthony Hyde, Commissioner

By: [Signature]
Earl Fisher, Commissioner

By: [Signature]
Henry Heimuller, Commissioner