

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON

In the Matter of Declaring a Financial Exigency)	
and Establishing a Furlough Schedule for Fiscal)	Order No. 33-2013
Year 2013-2014)	

WHEREAS, the Collective Bargaining 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, the initial budget for the County General Fund faced another unprecedented budgetary shortfall for Fiscal Year 13-14 (FY 14), in the amount of 1.69 million dollars (over 8% of the total initial General Fund budget); and

WHEREAS, the Community Corrections Fund and Transit Fund are unable to meet adequate contingency reserves; and

WHEREAS, as set forth in the budget message, the initial budgetary shortfall is primarily due to reduced revenue, as follows: the loss of all O&C Timber payment funding in 2014 (the General Fund's second largest source of unrestricted funds); and a \$250,000 reduction in unrestricted beginning fund balance from FY 13; and

WHEREAS, the initial budgetary shortfall was exacerbated by increased costs, as follows: health insurance expenses are up 5%; and PERS costs are increased by 34% from FY 13; and

WHEREAS, the County laid off 4.23 additional staff in Fiscal Year 13 because fund levels were worse than expected when the FY 13 budget was adopted; and

WHEREAS, in order to adopt a balanced budget as required by law, the County must make significant cuts in FY 14, including, but not limited to the following: reduce 2.0 net FTE through reduced hours and layoffs in the General Fund (exclusive of a furlough schedule); reduce contingency reserves, and implement a 26 furlough day schedule; and

WHEREAS, County General Fund staffing levels have been reduced by 26% over the last four years (from 120 FTE in FY 11 to 95 FTE in FY 14); and

WHEREAS, because the County has experienced budget shortfalls for 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, the reduction of an additional 2 FTE will exacerbate the County's inability to provide core public services; and

WHEREAS, if a furlough schedule is not implemented additional FTE reductions would be necessary, effectively crippling the County's ability to provide core public services;

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 2013-2014.
2. For the time period from July 1, 2013 to June 30, 2014, 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, Surveyor, and the Administrative Assistant in the Sheriff's Office.
3. The following elected officials are also subject to the furlough days: Assessor, Clerk, and the Board of County Commissioners.
4. Furlough days will begin on July 12, 2013 and occur every other Friday through June 30, 2014, except that the furlough falling on Friday, November 29, 2013 will be flexed.
5. All County offices in the Courthouse and Courthouse Annex will be closed to the public every Friday during the time period July 1, 2013 to June 30, 2014.
6. Department Heads may choose to flex furlough days for employees from the designated furlough days to other days within the same payroll period to allow for needed attendance at conference, meetings, trials, etc.

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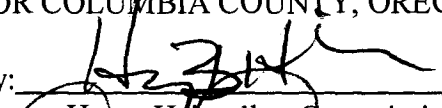
7. Departments are expected to understand that the administrative support departments have been reduced such that their ability to respond is more limited and shall act accordingly in working with administrative departments.

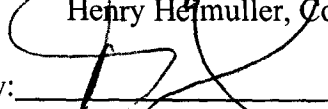
Dated this 26th day of June, 2013.

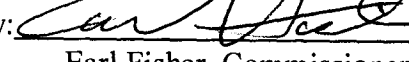
Approved as to form

By: 
Office of County Counsel

BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON

By: 
Henry Helmuller, Commissioner

By: 
Anthony Hyde, Commissioner

By: 
Earl Fisher, Commissioner