

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. 17-2014
Year 2014-2015)	

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 14-15 (FY 15), in the amount of 2.44 million dollars (over 9.3% 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, 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 that the proposed budget anticipates a 50% reduction in unrestricted fund balance over the course of the 2014-15 fiscal year; and

WHEREAS, the initial budgetary shortfall was exacerbated by increased costs, as follows: County paid health insurance expenses are up 8% for the majority of employees with additional expenses for others; and PERS costs are increased by an average of 6% from FY 14; and

WHEREAS, in order to adopt a balanced budget as required by law, the County must make significant cuts in FY 15, including, but not limited to the following: reduce contingency reserves; implement a 12 furlough day schedule; eliminate implementation of necessary software in the District Attorney's Office and Finance Department; and deferral of more than \$150,000 in needed facilities maintenance projects. The planned layoff of 13.5 FTE (in the Sheriff's Office) has been avoided only by the passage of a funding levy for the Jail; and

WHEREAS, County General Fund budgeted staffing levels have been reduced by 12% over the last four years (from 109.6 FTE in FY 12 to 97 FTE in FY 15) with further reductions of 13.5

FTE delayed due only to the passage of a Jail funding levy; 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, 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 2014-2015.

2. For the time period from July 1, 2014 to June 30, 2015, the County will implement 12 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, except the Facilities Maintenance Mechanic assigned primarily to the Justice Facility; **and** 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 25, 2014 and occur as follows:

July 25, 2014	January 30, 2015
August 22, 2014	February 27, 2015
September 26, 2014	March 27, 2015
October 31, 2014	April 24, 2015
November 21, 2014	May 29, 2015
December 26, 2014	June 26, 2015

5. All County offices in the Courthouse and Courthouse Annex will be closed to the public every Friday during the time period July 1, 2014 to June 30, 2015.

6. Department Heads may choose to flex furlough days for employees from the designated furlough days to other days to allow for needed attendance at conference, meetings, trials, etc.

7. Departments may choose to "smooth" working hours of staff to allow for a schedule of four day (Monday-Thursday) work weeks which appropriately reflect the annual working hours reflected

by the furlough days.

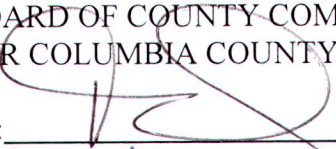
8. Departments are expected to understand that the administrative support departments have been reduced such that their ability to respond is more limited and shall act accordingly in working with administrative departments.

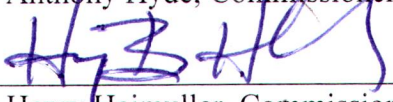
Dated this 2nd day of July, 2014.

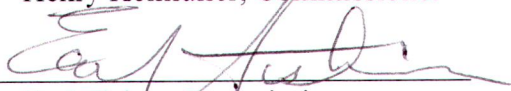
Approved as to form

By: 
Office of County Counsel

BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON

By: 
Anthony Hyde, Commissioner

By: 
Henry Heimuller, Commissioner

By: 
Earl Fisher, Commissioner