

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. 23-2015
Year 2015-2016)

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 16 (FY 16), in the amount of 2.25 million dollars (over 10.2% of the total initial General Fund budget); and

WHEREAS, the initial budgetary shortfall is due to reduced revenue, as follows: the uncertainty of O& C Timber funds in FY 16 (the General Fund's second largest source of unrestricted funds); and the anticipated 38% reduction in unrestricted fund balance from FY 15 to the start of the FY16 fiscal year; and

WHEREAS, the initial budgetary shortfall was exacerbated by increased costs, as follows: County payroll cost increased \$1.375 million over expected FY 15 payroll expenses to do a variety of factors; health insurance expenses are up almost 8%; and uncertainty regarding future PERS rates and appropriate reserve amounts following the recent PERS litigation ruling; and

WHEREAS, in order to adopt a balanced budget as required by law, the County must make significant cuts in FY 16, including, but not limited to the following: eliminating filling of needed positions; implementing an eight (8) furlough day schedule; and eliminating implementation of necessary software in the District Attorney's Office and Finance Department; 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 FY16 balanced budget includes \$850,000 in one-time and Strategic Investment Program revenue to fund current operations; and

WHEREAS, the County expects to spend more in FY15 current expenses than it receives in current FY15 revenues, and has a balanced budget in FY 16 that projects spending \$1.5 million more during the year than it anticipates in revenue;

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 the negative impact of the financial exigency, the County will establish a furlough schedule for fiscal year 2016.
2. For the time period from July 1, 2015 to June 30, 2016, the County will implement 8 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 the Surveyor.
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 24, 2015 and will occur as follows:

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|--------------------|-------------------|
| July 24, 2015 | January 29, 2016 |
| August 21, 2015 | February 26, 2016 |
| September 25, 2015 | March 25, 2016 |
| October 30, 2015 | April 29, 2016 |
5. All County offices in the Courthouse and Courthouse Annex will be closed to the public every Friday during the time period July 1, 2015 to June 30, 2016. 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.
6. 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.

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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 3rd day of June, 2015.

BOARD OF COUNTY COMMISSIONERS FOR

COLUMBIA COUNTY, OREGON

Approved as to form

By: Sarah Benson
Office of County Counsel

By: [Signature]
Henry Heimuller, Commissioner

By: [Signature]
Anthony Hyde, Commissioner

By: [Signature]
Earl Fisher, Commissioner