

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON**

In the Matter of Approving Benefits for Non-Represented County)
Employees Who Are Otherwise Eligible to Receive County)
Employee Benefits)
_____)

ORDER NO. 64-2016

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, as follows:

1. Subject to paragraph 2, below, all active regular non-union employees shall receive an additional ½ day holiday (based on the employee's regular work hours) on the business day before either the Christmas or New Year's holiday, provided that the supervisor may divide requests between the two holidays to ensure adequate available staff.
2. The benefit provided herein is limited to the following regular non-union employees:
 - A. Employees on the payroll at .5FTE or greater as of June 30, 2016;
 - B. Employees working in one of the following departments subject to furloughs in FY 16: Assessor's Office, Commissioners' Office, Community Justice/Juvenile Division, County Counsel's Office, District Attorney's Office, Emergency Management, Finance and Taxation, Human Resources or Surveyor's Department.
3. The additional ½ day holiday may be used by employees in conjunction with the regular ½ day holiday to take a full day or may be used as two separate ½ day holidays, if the supervisor determines that staffing needs can accommodate such a request.
4. The additional ½ day holiday will not be continued after January 2, 2020.

DATED this 26th day of October 2016.

**BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON**

By: _____
Anthony Hyde, Chair

By: _____
Henry Heimuller, Commissioner

Approved as to form

By: Suzanne O'Brien
Office of County Counsel

By: _____
Earl Fisher, Commissioner