

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON

In the Matter of Adopting a)
Furlough Schedule for FY2026) Order No. 24-2025

WHEREAS, the Collective Bargaining Agreement with the Columbia County Employees Local 1442, AFSCME, AFL-CIO ("Local 1442"), Section 17.9 provides that in the event of a financial exigency, the County may establish a furlough schedule in lieu of layoffs to minimize layoffs and no more than 26 furlough days may be scheduled; and

WHEREAS, such a furlough schedule will not affect the County's contribution to health insurance benefit costs or to monthly earned accrual rates; and

WHEREAS, the Collective Bargaining Agreement further provides that employees may flex up to ten (10) unpaid furlough days and that unpaid furlough days must be taken in whole-day increments; and

WHEREAS, the Collective Bargaining Agreement requires that an employee's pay shall be reduced by a monthly amount equal to 1/12 of the total number of hours of the furlough schedule for the fiscal year and that it is the employees responsibility to ensure that the appropriate number of unpaid furlough days are scheduled and taken by June 30, 2026; and

WHEREAS, the initial budget for the County General Fund faced a budgetary shortfall for Fiscal Year 2026 (FY 26), in the amount of \$3,037,461 (over 17% of the total initial General Fund budget); and

WHEREAS, the initial budgetary shortfall was due to a 3.4 million dollar reduction in the beginning balance forward from fiscal year end 2024 to fiscal year end 2025 stemming from the expenditure of remaining Covid grants and interfund transfers relating to those grants; and

WHEREAS, the initial budgetary shortfall was exacerbated by increased personnel costs in the amount of \$693,000 due to payroll cost of living increases and an approximately 10% increase in health insurance expenses; and

WHEREAS, in order to adopt a balanced budget as required by law, the County must make significant cuts in FY 26, including, but not limited to the following: eliminating

projects, cutting materials and services costs, not filling open positions, and implementing a nineteen (19) furlough day schedule;

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 2026.
2. For the time period from July 1, 2025 to June 30, 2026, the County will implement 19 (nineteen) 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; General Services; Human Resources; Information Technology; Justice Court; Juvenile; Land Development Services, Public Health; Sheriff's Office (Chief Deputy and Enforcement Lieutenant Positions); and Surveyor.
3. The following elected officials are also subject to the furlough days: Assessor, Clerk, Justice of the Peace, and the Board of County Commissioners.
4. Furlough days will begin on July 1, 2025. Nine of the furlough days are established on the following dates:
 - August 29, 2025
 - December 26, 2025
 - February 13, 2026
 - April 10, 2026
 - June 22, 2026
 - November 26, 2025
 - January 2, 2026
 - March 27, 2026
 - May 22, 2026
5. All County offices in the Courthouse, Courthouse Annex and the John Gumm Building and Civic Center will be closed to the public on the above listed dates. 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. Employees may flex the remaining 10 (ten) furlough days. Furlough days must be taken in whole-day increments. Employees must schedule furlough days in advance with their supervisors per current rules and practices regarding scheduling time off. As with any leave request, supervisors may deny or revise requests based on staff scheduling or staffing needs for the requested day.

- 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 _____ day of May, 2025.

BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON

By: _____
Kellie Jo Smith, Chair

By: _____
Casey Garrett, Commissioner

Approved as to form

By: _____
Office of County Counsel

By: _____
Margaret Magruder, Commissioner