

RESOLUTION NO. 6-0709
VOLUNTARY FURLOUGH PROGRAM FOR 2010

WHEREAS the preliminary 2010 budget shows a substantial deficit of approximately \$870,000, and

WHEREAS, the projected 2010 property tax revenue will generated approximately \$270,000 but will be more than offset by a estimated 10% increase in health insurance costs amounting to \$258,000 and a pension contribution increase that amounts to \$64,000, in addition to other cost increases/revenue reductions such as the State budget cuts, etc., and

WHEREAS the economic conditions have resulted in revenue shortfalls and the inability of some departments to address unanticipated operational expenses, and

WHEREAS it is the intent of the County to adjust the 2010 budget in such a way that the impact is the least disruptive for service delivery, and

WHEREAS the County is recommending a mandatory 10 day furlough program for 2010 as a means of reducing the 2010 budget deficit; and

WHEREAS employees taking a voluntary furlough (unpaid leave) would assist in mitigating the 2010 budget shortfall by taking voluntary furlough (unpaid leave).

WHEREAS employees that participate in a voluntary furlough program will also be required to take the 10 day mandatory furlough;

NOW THEREFORE BE IT RESOLVED that the Iowa Country Board of Supervisors hereby establishes a Voluntary Furlough (Unpaid Leave) Program for employees for the period beginning January 1 and ending December 31, 2010.

Iowa County Voluntary Unpaid Leave Program

With the current economic conditions, the County is expecting a shortfall of revenue in 2010.

In order to realize cost savings, a mandatory furlough program consisting of 10 days will be implemented in 2010.

In conjunction with a mandatory furlough program, a voluntary furlough (unpaid leave) program for regular full time and regular part time employees is being implemented.

In addition to the 10 day mandatory furlough, employees are encouraged to take up any number of days of voluntary unpaid of leave on a voluntary basis between January 1 and December 31, 2010.

Under either the mandatory or voluntary programs, there will be no change to the County fringe benefits.

Program Guidelines

- Voluntary Furlough (Unpaid Leave) Program will begin on January 1, 2010 and will end on December 31, 2010
- Participation in the Voluntary Furlough (Unpaid Leave) Program requires approval by the department management
- Requests will be reviewed on a case-by-case basis and unpaid time off will be granted only if it results in a cost savings and it does not adversely affect services to the public.
- Leave that results in an increase in costs or requires overtime will not be approved.
- The decision of the department management is final; the decision will not be subject to the grievance procedure.
- All leaves will be voluntary and without compensation.
- All fringe benefits will be maintained provided the employee meets all of the applicable eligibility requirements associated with the particular benefit. This includes the payment of the County share of health, dental, life and insurance plans. Accrual of vacation, holiday, floating holiday and sick leave contributions will not be affected.
- An employee's accrued benefits, such as vacation, holidays, personal holidays, and compensatory time, do not have to be exhausted before voluntary furlough leave is requested.
- Time off under the Voluntary Furlough (Unpaid Leave) program will not affect the employee's seniority date.
- The County reserves the right to rescind or modify the Voluntary Furlough (Unpaid Leave) Program with or without notice, and at its sole discretion.