

STATE OF GEORGIA

COUNTY OF CLAYTON

RESOLUTION NO. 2010 - 177

A RESOLUTION ESTABLISHING CLAYTON COUNTY'S EMPLOYEE FURLOUGH POLICY; TO PROVIDE AN EFFECTIVE DATE OF THIS RESOLUTION; AND FOR OTHER PURPOSES.

WHEREAS, Clayton County (the "County") and other governmental entities, including the State of Georgia are suffering an economic downturn and decreased revenue projections; and

WHEREAS, the County recognized there would be a shortfall in anticipated revenues which created a gap between anticipated expenses and revenue for FY2011; and

WHEREAS, the County Code contemplates that situations may arise such as the shortage of funds which may require the Clayton County Board Commissioners to take various actions such as reducing staff; and

WHEREAS, among other actions the Board of Commissioners approved as part of the FY 2011 Budget the implementation of a temporary furlough system whereby furloughs of four (4) days would be taken by all personnel, and temporary freeze on hiring of personnel, except where authorized, were imposed to present a balanced budget.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS
OF CLAYTON COUNTY, GEORGIA AND IT IS HEREBY RESOLVED:

Section 1. The Board of Commissioners hereby establishes the following policies with respect to implementing the furlough system for FY 2011:

1. Non-Exempt Employees – Scope of Furlough: All hourly (FLSA non-exempt) employees in all departments shall be furloughed on the following days:

Friday September 3, 2010

Thursday, December 30, 2010

Friday, April 22, 2011

Friday, May 27, 2011

Public Safety Employees: The Department Heads and Elected Officials in charge of the Clayton County Fire and Emergency Services; Corrections; Clayton County Police Department; and Sheriff's Office will develop an appropriate schedule for furloughs which does not impact the provision of services while at the same time insuring that each employee observes four (4) furlough days during FY 2011.

(a) Employees participating in the Defined Benefits Plan shall continue to contribute based on pre-furlough salary levels in order to claim creditable service for furlough days, which will be classified and calculated as creditable service for the purpose of determining and calculating any pension benefits.

(b) Employees affected by the furlough will continue to accrue vacation and sick days based on a 40 hour week.

2. Exempt Employees: Salaried (FLSA exempt) employees will also be furloughed, on the same dates as set forth above [Public Safety Employees: The Department Heads and Elected Officials in charge of the Clayton County Fire and Emergency Services; Corrections; Clayton County Police Department; and Sheriff's Office will develop an appropriate schedule for furloughs which does not impact the provision of services while at the same time insuring that each employee observes four (4) furlough days during FY 2011] subject to the following conditions:

(a) Employees participating in the Defined Benefits Plan shall continue to contribute based on salary levels prior to the salary reduction in order to claim creditable service for the purpose of determining and calculation of any pension benefits.

(b) Employees will continue to accrue vacation and sick days based on a 40

hour work week.

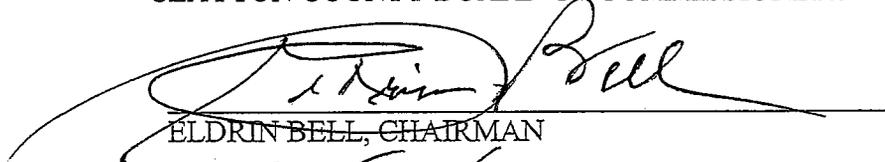
Section 2. Furloughs are unpaid, therefore employees may not use any accrued Annual Leave time or other paid leave (vacation, comp or sick) to compensate for furloughed time; all overtime must be pre -approved by the Chief of Staff.

Section 3. As previously approved by the Board a hiring freeze continues to be in effect and, no position, exempt or non-exempt, which is currently vacant, or becomes which becomes vacant, will be filled, except with the approval of Board of Commissioners.

Section 4. This Resolution shall be effective on the date of its approval by the Board of Commissioners.

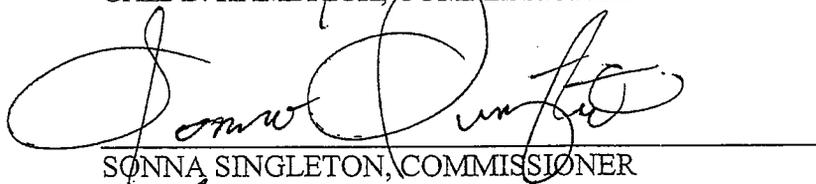
SO RESOLVED this 17th day of August, 2010.

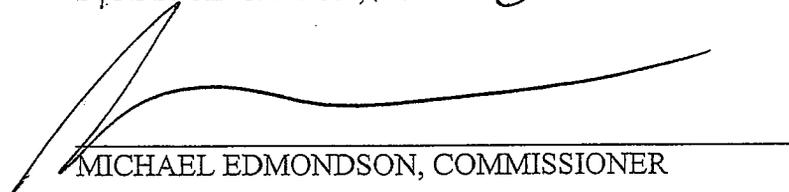
CLAYTON COUNTY BOARD OF COMMISSIONERS


ELDRIN BELL, CHAIRMAN

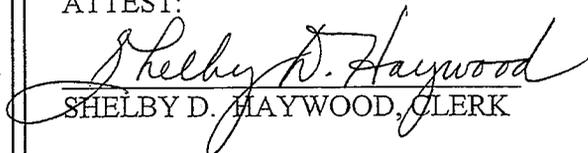

WOLE RALPH, VICE CHAIRMAN


GAIL B. HAMBRICK, COMMISSIONER


SONNA SINGLETON, COMMISSIONER


MICHAEL EDMONDSON, COMMISSIONER

ATTEST:


SHELBY D. HAYWOOD, CLERK