

RESOLUTION ESTABLISHING EMPLOYMENT HIRING LIMITATIONS

WHEREAS the population of Iron County, Michigan has declined more than 10.3 percent since 2000 and is projected to decrease another 5.2 in the 2020 census;

WHEREAS the financial assistance provided to the COUNTY OF IRON by state and federal sources have declined significantly in the last decade;

WHEREAS the State of Michigan continues to impose unfunded mandates upon the COUNTY OF IRON in derogation of Constitution 1963, Article 9 § 29 through 32 (Headlee amendment);

WHEREAS the financial effects of Proposal A precludes 26.8 percentage of the total value of real estate in Iron County, Michigan from being subject to ad valorem taxation to support of the COUNTY OF IRON;

WHEREAS the public employee costs constitute more than 85 percent of the budget for the COUNTY OF IRON;

WHEREAS in the last several years certain county departments have had the number of employees reduced causing a disproportionate impact upon certain county departments as opposed to other county departments;

WHEREAS the COUNTY OF IRON has of recent significantly upgraded its use of automation, modern software and computers to be in a position to perform additional work with fewer public employees;

WHEREAS there is a need to reduce the number of employees and reallocate remaining employees among and within the departments of the COUNTY OF IRON;

WHEREAS the taxpayers of the COUNTY OF IRON require fiscal responsibility as to the expenditure of taxpayers dollars in providing county services; and

WHEREAS the Resolution Establishing Employment Hiring Limitations dated April 8, 2014 is in need of updating.

NOW THEREFORE BE IT RESOLVED that effective September 13, 2016 the following employment hiring limitations be implemented as to all county departments of the COUNTY OF IRON with respect to employees other than those either elected to or appointed to an elective office:

1. When a current county job becomes vacant for any reason, the current budgetary appropriation to fund the now vacant county job shall be automatically withdrawn from the budget for the affected county department;
2. No county employee may post, solicit and/or advertise either within the courthouse or otherwise, for future employment with the COUNTY OF IRON;
3. No individual may be hired, whether full-time or part-time, by any employee of the COUNTY OF IRON for employment with the COUNTY OF IRON;
4. The foregoing three limitations do not apply with respect to the following circumstances:
 - a. Temporary seasonal employees hired by the manager of the Iron County Youth Camp Department within the current approved budgetary limits for the operation of such department;
 - b. Temporary seasonal employees hired by the manager of the Iron County Park Department within the current approved budgetary limits for the operation of such department;
 - c. The appointment of a statutory deputy officeholder position by an individual serving in a constitutionally elective officeholder position provided such appointment is within the currently approved budgetary limit for the operation of such department;
 - d. A temporary employee may be hired and solely funded from the budgeted funds for the department, excepting therefrom any budgetary appropriation described in paragraph 1; and
 - e. When the County Board amends the budget of the COUNTY OF IRON to fund in whole or part a vacant county job and authorizes the department head to post, solicit and/or

advertise for the filling of a county job within the financial terms set by the County Board.

5. This Resolution Establishing Employment Hiring Limitations supercedes the Resolution Establishing Employment Hiring Limitations dated April 8, 2014.

The foregoing resolution was moved by Leonoff and supported by Brennan.

Yeas: Aho, Brennan, Coates, Leonoff

Nays: NONE

I hereby certify that the foregoing is a true and correct copy of the resolution adopted at a meeting of the BOARD OF THE COUNTY COMMISSIONERS OF THE COUNTY OF IRON held on September 13, 2016.

BOARD OF COUNTY COMMISSIONERS
OF THE COUNTY OF IRON

By: Diane Hilberg
Diane Hilberg
Its Clerk