



WHATCOM COUNTY
EXECUTIVE ORDER 2009-07

**Clarifying Mandatory Unpaid Furloughs
Non-Represented Employees**

WHEREAS, the Council amended the Unrepresented Resolution 2009-03 to implement mandatory unpaid furloughs for Non-Represented Employees;

WHEREAS, reducing expenditures for compensation of non-represented employees is certified by this Executive Order as an integral part of the County's expenditure reduction efforts; and,

WHEREAS, the Executive desires maximum flexibility for employees while achieving the County's expenditure reduction efforts:

Option 2 (deduction of salary in exchange for personal holiday) originally offered only to Group #2 employees is now extended to Group #1 Non-represented employees.

Group #2 Non-represented employees who exercise option #1 may now take furlough in less than work week increments if:

- Total time during furlough weeks (hours worked, compensated, and unpaid) does not exceed 40 hours, and
- Time during furlough weeks is recorded using an FLSA-non-exempt time sheet.

NOW, THEREFORE, by virtue of the power vested in me by the Home Rule Charter for Whatcom County, I hereby declare this clarification to policy.

Effective the 12th day of June, 2009.



Pete Kremen, Whatcom County Executive