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Leelanau County Board of Commissioners Resolution #2020-_____

**Resolution Authorizing a Moratorium on County Hiring,
Creation of New Positions, and Filling of Vacant Positions**

WHEREAS, the outbreak of COVID-19, which started in March of 2020 in Michigan, has impacted and continues to dramatically impact the expected County revenues for both fiscal year 2020 and 2021; and

WHEREAS, the County has sought financial measures to ensure that employees are well-taken care of during this crisis; and

WHEREAS, Leelanau County is committed to taking the necessary actions to protect its residents and to provide support to those fighting the pandemic; and

WHEREAS, Leelanau County is likely to commit to unplanned spending to defeat the virus and recognizes that the COVID-19 pandemic may have a long-term impact on Leelanau County's revenues and operations; and

WHEREAS, the full financial impact of this closure may not be fully understood until late 2020 or early 2021.

THEREFORE, BE IT RESOLVED, that the Leelanau County Board of Commissioners authorizes an immediate moratorium on the hiring of employees, the creation of new positions, the reclassification of positions to a higher grade, the transfer of positions and promotions, and the filling of existing vacant positions until December 31, 2020.

BE IT FURTHER RESOLVED, that the hiring moratorium does not presently apply to classes of vacant positions which are deemed critical in protecting the health, safety, or welfare of the citizens of Leelanau County during the COVID-19 pandemic, including employees required to fill positions as part of COVID-19 response and 24/7 operations, including public safety, federal and state mandates, grant-funded programming, special revenue funds and part-time non-eligible personnel. Hiring outside of these parameters will be on a case-by-case basis.

BE IT FURTHER RESOLVED, that exceptions to the hiring moratorium will be considered if one or more of the following apply:

- The filling of a vacant position is required by specific legal mandate;
- The reclassification or filling of a position will result in a long-term budgetary savings, protect existing state or federal revenue, or secure additional state or federal revenue.

BE IT FURTHER RESOLVED, that a monthly report on positions filled due to the exception parameters as part of the COVID-19 response will be presented to the Board of Commissioners during the duration of the hiring moratorium.

BE IT FURTHER RESOLVED, that exceptions to the hiring freeze may be granted upon an affirmative vote of the appropriate Board of Commissioners.

BE IT FURTHER RESOLVED, that the Chief Judges shall be provided a copy of this Resolution and the Board of Commissioners' recommendation and request that the Leelanau County Courts also agree to implement these budget reduction measures as to Court operations. In the alternative, the Leelanau County Courts budget may be amended and reduced by the commensurate share of the projected shortfall and the Chief Judges shall undertake such measures at the Courts deem necessary to comport with the Board of Commissioners efforts to related to this resolution.

BE IT FURTHER RESOLVED, that this resolution will take effect immediately upon its approval by the Board of Commissioners.