

## Resolution 2020-18

### A Resolution to Temporarily Freeze the Hiring of Full and Part-Time Staff in Monroe County Government until July 1, 2020

**WHEREAS**, the Monroe County Council (“Council”) is the fiscal body for Monroe County Government (“Monroe County”) and statutorily obligated to perform various budgeting functions as described in Indiana Code 36-2-5 et seq., including fixing the number and compensation of officers, deputies, and other employees; and

**WHEREAS**, Monroe County is predicted to experience short and long-term revenue reductions due to the economic impact of the global, novel Coronavirus 2019 (“COVID-19”) pandemic; and

**WHEREAS**, COVID-19 has already resulted in unanticipated and increased expenses for Monroe County, such that on April 14, 2020, the Council approved a half-million dollar (\$500,000) Rainy Day Appropriation request; and

**WHEREAS**, the extent of the revenue reductions and increased expenses caused by COVID-19 is not fully known at this time, but the Council wishes to take immediate steps to mitigate the negative effects on Monroe County, our employees, and our constituents; and

**WHEREAS**, one certain and prudent approach which can be taken to protect Monroe County is to adopt a temporary hiring freeze in Monroe County until July 1, 2020, in order to maintain personnel costs at current levels or reduced levels, to the extent reductions can be attained through attrition as positions are naturally vacated; and

**WHEREAS**, it is the hope of the Council that a temporary hiring freeze can mitigate the need for more aggressive budgetary measures; and

**WHEREAS**, ensuring fiscal responsibility, public safety, and fairness are among the Council’s most important objectives.

#### **NOW THEREFORE, BE IT RESOLVED AS FOLLOWS:**

1. Upon passage of this Resolution, the Monroe County Council (“Council”) immediately orders a freeze on all hiring of full and part-time staff in Monroe County Government until July 1, 2020. No department shall hire full or part-time staff without receiving advance, written approval and permission from the Council, which must occur during a noticed, public meeting. ***Interdepartmental transfers within Monroe County are still, specifically, allowed.***
2. The Council wishes to promote fairness, uniformity, and avoid treating any one department differently than another. With the help of each affected department, the Council will identify any positions which are public-safety or necessary positions such that a temporary freeze on hiring would cause public harm if the positions remain unfilled. If a department has a vacant position which it determines is a public-safety or necessary position and must be filled before July 1, 2020, a written request to fill the position shall be made by that department to the Council. That written request will be heard at the

Council’s next public meeting, which may occur within as little as forty-eight (48) hours from the time of notice of the public meeting.

3. To the extent that departments/offices within Monroe County have part-time lines within their budgets, the Council requests that no inter-departmental transfers into those part-time lines be authorized or made after the passage of this Resolution and until July 1, 2020, so that part-time staff are not inconspicuously hired in a manner inconsistent with the spirit of this Resolution.
4. The Monroe County Auditor shall immediately notify the Council in writing if a department/office of Monroe County Government is not compliant with the above-stated request. Upon such notification by the Auditor, the Council may exercise its statutory authority pursuant to Indiana Code 36-2-5 et seq.
5. The Monroe County Council has weighed the advantages and disadvantages of a temporary hiring freeze and has determined that such action is necessary in order to protect our employees and our entire constituency, to be responsible stewards of our public funds, and to maintain fairness among county government departments. This Resolution shall automatically expire on July 1, 2020, unless renewed prior to that date by the Council.

**Adopted this day of 28<sup>th</sup> day of April 2020, by the Monroe County Council, Monroe County, Indiana.**

***“AYES”***

***“NAYS”***

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Eric Spoonmore, President

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Eric Spoonmore, President

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Kate Wiltz, President Pro Tempore

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Trent Deckard, Member

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Marty Hawk, Member

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Peter Iversen, Member

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Geoff McKim, Member

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Geoff McKim, Member

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Cheryl Munson, Member

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Cheryl Munson, Member

**Attest:**

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Catherine Smith, Auditor – Monroe County, Indiana Monroe County, Indiana