

**RESOLUTION  
OF  
THE BOARD OF COUNTY COMMISSIONERS  
OURAY, COLORADO**

**RE: Evaluation and Decision on Replacement of Vacated County Positions**

**Whereas**, the County of Ouray is experiencing a decline in operating revenue due to a reduction in building permit activity, Clerk's fees, declining State and Federal revenue sources, and other permit generating revenue; and

**Whereas**, the County of Ouray is simultaneously experiencing an incline in expenditures due to the increased cost of fuel, fuel related products, and general inflationary pressures; and

**Whereas**, the Board of County Commissioners of Ouray County, Colorado ("the Board") has been reviewing 2008 financial reports provided by the County Administrator and working on the draft 2009 Budget and has determined that it must take a proactive approach to address these financial issues in the best interest of the Ouray County organization; and

**Whereas**, Colorado Revised Statutes, 30-11-107 (2) (a) "Powers of the Board" set forth the Board's authority to adopt the annual budget for the operation of the county government, including all offices and departments and that the final budget determination of each Board shall be binding upon each of the respective offices and departments; and

**Whereas**, due to budgetary constraints, the Board has determined that it is necessary to reevaluate all vacated positions that may arise as a result of resignation or termination in order to decide if the position is an essential position to the organization that must be replaced at this time recognizing that failure to fill a position may result in an acceptable decline in the level of service; and

**Whereas**, this policy covers all county positions in all county departments and funds for the remainder of calendar year 2008 beginning on October 1, 2008, and for calendar year 2009.

**Whereas**, the following steps must be taken upon resignation or termination of a county employee and prior to replacement of any position:

1. All County Elected Officials and Department Heads must notify the Human Resources Director immediately upon resignation or termination of a County employee.
2. The Human Resources Director must provide in writing to the County Administrator the title of the position, department, and associated compensation.
3. The County Administrator will notify the Board of the vacancy at a regularly scheduled public meeting and provide all pertinent information to the Board so that they can make a decision to replace or not replace the position.
4. The Elected Official or Department Head will have the opportunity to be present at the meeting and to discuss the position with the Board.
5. Proper procedure must be followed in accordance with Section 2 of the Ouray County Personnel Manual if it is determined by the Board that a position is an essential position to the organization that must be replaced.

**Now, Therefore, Be It Resolved,** by the Board of County Commissioners of Ouray County, Colorado that Resolution #2008-055 be adopted setting forth a process for evaluation and decision on the replacement of vacated county positions.

Adopted this 6<sup>th</sup> day of October, 2008.

BOARD OF COUNTY COMMISSIONERS  
OF OURAY COUNTY, COLORADO

ATTEST:

\_\_\_\_\_  
K. Keith Meinert, Chair

\_\_\_\_\_  
Michelle Nauer,  
Clerk and Recorder

\_\_\_\_\_  
Don Batchelder, Vice-Chair

By: \_\_\_\_\_  
Linda Munson-Haley,  
Clerk of the Board

\_\_\_\_\_  
Heidi M. Albritton, Member