

To: Harris County Commissioners Court

Through: Shain Carrizal, Senior Director of Human Resources & Risk Management

Prepared By: Shain Carrizal, Senior Director of Human Resources & Risk Management

Subject: Compensation of County Employees Responding to COVID-19

Project ID (If applicable):

Purpose and Request:

Approval to extend authorization allowing employees the option to be paid for all hours worked directly related to the response and recovery of COVID-19 for the period of April 10, 2021 through April 23, 2021.

Background and Discussion:

Since many Harris County employees who are responding to the COVID-19 pandemic can only take minimal time off, this policy allows employees the option to be paid for all hours worked instead of accumulating excessive compensatory time.

Fiscal Impact:

The cost of County employees working over 40 hours per week in the response and recovery to COVID-19 is approximately \$2M per pay period for all funds. This estimated cost includes both hours paid and compensatory time earned in excess of 40 hours per week. It should be noted that Harris County is seeking 75%-100% reimbursement of these costs through FEMA's Public Assistance Program. The cost below represents one pay period covered under this request.

Fiscal Summary			
Expenditures	FY 20-21	FY 21-22 Projected	Future Years Projected [3 additional years]
Service Impacted: <i>[Please provide service or division where expenditure will be used]*</i>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
Existing Budget	<u>N/A</u>	<u>\$2.0M</u>	<u>N/A</u>
Additional Appropriation Requested	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
Total Expenditures	<u>N/A</u>	<u>\$2M</u>	<u>N/A</u>
Funding Sources			
Existing Department Budget	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
<u>General Fund</u>	<u>N/A</u>	<u>\$1.8M</u>	<u>N/A</u>
All Other Funds	<u>N/A</u>	<u>\$0.2M</u>	<u>N/A</u>
Total Sources	<u>N/A</u>	<u>\$2.0M</u>	<u>N/A</u>

Alternatives:

N/A

Alignment with Strategic Objective:

N/A

Attachments:

Compensation of County Employees Responding to COVID-19 Order

ORDER OF COMMISSIONERS COURT

The Commissioners Court of Harris County, Texas, convened at a meeting of the Court,

_____ with all members present except _____

A quorum was present. Among other business, the following was transacted:

**ORDER AUTHORIZING THE EXTENSION OF THE PERIOD FOR EMPLOYEES
TO HAVE THE OPTION TO BE PAID FOR ALL HOURS WORKED DIRECTLY
RELATED TO THE RESPONSE AND RECOVERY TO THE CORONAVIRUS
(COVID-19) PANDEMIC FROM APRIL 10, 2021 THROUGH APRIL 23, 2021**

Commissioner _____ introduced an order and moved that Commissioners Court adopt the order. Commissioner _____ seconded the motion for adoption of the order. The motion, carrying with it the adoption of the order, prevailed by the following vote:

Yes No Abstain

Judge Lina Hidalgo
Comm. Rodney Ellis
Comm. Adrian Garcia
Comm. Tom S. Ramsey
Comm. R. Jack Cagle

The meeting chair announced that the motion had duly and lawfully carried, and this order was duly and lawfully adopted. The order adopted follows:

IT IS ORDERED that:

1. Harris County and Harris County Flood Control District employees have the option to be paid for all hours worked directly related to the response and recovery efforts for the Coronavirus (COVID-19) Pandemic for the period of April 10, 2021 through April 23, 2021.
2. Only work expected to be reimbursed through FEMA's Public Assistance Program or other sources should be considered under this Order. Departments should consult with Human Resources & Risk Management before paying employees for all hours worked to determine if it is expected to be reimbursed by FEMA or other sources.
3. All Harris County officials and employees are authorized to do any and all things necessary or convenient to accomplish the purpose of this Order.