

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: Temporary Amendment to the Harris County Personnel Policies and Procedures in response to the COVID-19 pandemic

Project ID (If applicable):

Purpose and Request:

Approval to temporarily amend the Harris County Personnel Policies and Procedures to suspend the 75-day benefit waiting period for new employees until April 30, 2021. New regular position employees will be eligible for group health benefits the first day of the pay period following 7 days of continuous employment.

Background and Discussion:

Temporarily suspending the 75-day benefit waiting period supports the wellness of new Harris County employees and assists with stopping the spread of COVID by promoting new employees to get tested and seek treatment for COVID without the financial concern of having insurance to cover the expenses.

Fiscal Impact:

The cost of temporarily suspending the 75-day benefit waiting period has been minimal since many elected medical procedures were postponed during the COVID pandemic. Harris County is self-insured for medical, and there has not been a significant increase in claims cost recognized as a result of this policy change.

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>N/A</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>N/A</u>	<u>N/A</u>
Funding Sources			
Existing Department Budget	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
General Fund	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
All Other Funds	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
Total Sources	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>

Alternatives:

N/A

Alignment with Strategic Objective:

N/A

Attachments:

Temporary Amendment to the Harris County Personnel Policies and Procedures 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 A TEMPORARY AMENDMENT TO THE HARRIS COUNTY PERSONNEL POLICIES AND PROCEDURES TO SUSPEND THE 75-DAY BENEFIT WAITING PERIOD FOR NEW EMPLOYEES UNTIL APRIL 30, 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. A temporary amendment to the Harris County Personnel Policies and Procedures be made as follows:

Section §9.0112 - The 75-day benefit waiting period for new employees will be temporarily suspended until April 30, 2021. New regular position employees will be eligible for group health benefits the first day of the pay period following 7 days of continuous employment.

2. All Harris County officials and employees are authorized to do any and all things necessary or convenient to accomplish the purpose of this Order.