

To: Harris County Commissioners Court

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

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

Subject: Paid Leave for COVID-19 Vaccination

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Project ID (If applicable):

Purpose and Request:

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title
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Recommendation to provide up to eight hours of paid time off for regular employees to get the COVID-19 vaccination and to recover from any side effects caused by the vaccine effective with the current pay period

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Background and Discussion:

The Texas Department of State Health Services has announced that all adults will be eligible to receive a COVID-19 vaccine in Texas beginning March 29th. Since the vaccine has become more readily available, the recommendation of eight hours of paid time off (separate from personal sick leave) is to incentivize regular Harris County employees to voluntarily get vaccinated.

In addition, Human Resources & Risk Management will include the COVID-19 vaccination as one of the actions that counts towards eligibility for the Healthy Actions Medical Plans. The points earned for the vaccination will be significant in the first year to encourage County employees to get vaccinated.

Fiscal Impact:

The cost of an additional eight hours of paid time off is uncertain given that many County employees have already received the vaccine. Also, many employees would have used their personal sick time to get the vaccine and to recuperate from any side effects.

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:

COVID-19 Vaccination Paid Leave 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 UP TO EIGHT HOURS OF PAID TIME OFF FOR REGULAR EMPLOYEES TO GET VACCINATED FOR COVID-19 AND TO RECOVER FROM ANY SIDE EFFECTS EFFECTIVE WITH THE CURRENT PAY PERIOD

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. Regular Harris County employees be given eight hours of paid leave to get vaccinated for COVID-19 and to recover from any side effects.
2. The paid leave is in addition to personal sick time earned by an employee.
3. The paid leave will be available beginning with the current pay period through December 31, 2021.
4. All Harris County officials and employees are authorized to do any and all things necessary or convenient to accomplish the purpose of this Order.