



Legislation Details (With Text)

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File created: 6/2/2021 **In control:** Commissioners Court

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Title: Request by Budget Management to suspend the temporary amendment to Section §9.0112 of the Harris County Personnel Policies and Procedures effective July 1, 2021 and reinstate the benefit waiting period for group health benefits for new employees to the first day of the pay period following 75 days of continuous employment as a Regular Position Employee.

Sponsors:

Indexes:

Code sections:

Attachments: 1. COVID19 Benefit Waiting Period Order

Date	Ver.	Action By	Action	Result
6/8/2021	1	Commissioners Court		

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:

Request by Budget Management to suspend the temporary amendment to Section §9.0112 of the Harris County Personnel Policies and Procedures effective July 1, 2021 and reinstate the benefit waiting period for group health benefits for new employees to the first day of the pay period following 75 days of continuous employment as a Regular Position Employee.

Background and Discussion:

Since the onset of COVID-19, Commissioners Court has authorized temporary amendments to the Harris County Personnel Policies and Procedures to respond to the pandemic. With the high efficacy of the available COVID-19 vaccines and decrease in the COVID-19 Threat Level, the number of new employees seeking medical services for COVID-19 within 75 days of employment should decrease. In addition, the American Rescue Plan Act provides a 100% COBRA premium subsidy through September 2021 for employees who involuntarily lost employment from their prior job.

Fiscal Impact:

Fiscal Summary

Expenditures	FY 20-21	FY 21-22 Projected	Future Years Projected [3 additional years]
Service Impacted: <i>[Please division where expenditure</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 Request	<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