



## Legislation Details (With Text)

**File #:** 21-4826      **Version:** 1      **Name:**

**Type:** Policy      **Status:** Passed

**File created:** 9/7/2021      **In control:** Commissioners Court

**On agenda:** 9/14/2021      **Final action:** 9/14/2021

**Title:** Request by Human Resources & Risk Management for 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 September 25, 2021 through October 8, 2021.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:**

| Date | Ver. | Action By | Action | Result |
|------|------|-----------|--------|--------|
|------|------|-----------|--------|--------|

|           |   |                     |  |  |
|-----------|---|---------------------|--|--|
| 9/14/2021 | 1 | Commissioners Court |  |  |
|-----------|---|---------------------|--|--|

**Department:** Human Resources and Risk Management

**Department Head/Elected Official:** Shain Carrizal

**Regular or Supplemental RCA:**

- Regular RCA
- Supplemental RCA

**Type of Request:** Policy

**Project ID (if applicable):** N/A

**Vendor/Entity Legal Name (if applicable):** N/A

**MWDBE Participation (if applicable):** N/A

**Request Summary (Agenda Caption):**

Request by Human Resources & Risk Management for 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 September 25, 2021 through October 8, 2021.

**Background and Discussion:**

Since the onset of the pandemic, Commissioners Court has authorized employees responding to COVID-19 to be paid for all hours worked instead of accumulating excessive compensatory time.

**Expected Impact:**

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

accumulating excessive compensatory time.

**Alternative Options:**

There is a financial impact of paying employees for all hours worked instead of them earning compensatory time. Commissioners Court could take no action and eliminate the financial impact, however, there would be employees earning excessive compensatory time and exempt employees would not accrue or be paid for hours over 240.

**Alignment with Goal(s):**

- Justice and Safety
- Economic Opportunity
- Housing
- Public Health
  
- Transportation
- Flooding
- Environment
- Governance and Customer Service

**Prior Court Action (if any):**

3/24/2020 Agenda Item 4.b, All Hours Paid Approved through  
 8/24/2021 Agenda Item 5, All Hours Paid Approved

**Location:**

Address (if applicable list below):

- Countywide
- Precinct 1
- Precinct 2
  
- Precinct 3
- Precinct 4

| <b>Fiscal and Personnel Summary</b>  |  |                 |                  |                   |
|--|--|-----------------|------------------|-------------------|
| <b>Service Name</b>  | <b>Employee Relations and Compliance</b> | <b>FY 21-22</b> | <b>Estimates</b> |                   |
|  |  |                 | <b>FY 22</b>     | <b>Next 3 FYs</b> |
| <b>Incremental Expenditures</b>  |  |                 |                  |                   |
| Labor Expenditures   |  | 254K            | -                | -                 |
| Non-Labor Expenditures   |  | -               | -                | -                 |
| <b>Total Incremental Expenditures</b>  |  | <b>254K</b>     | -                | -                 |
| <b>Funding Sources</b> (General Fund, PIC Fund, Debt or CP, Grants, or Other - Please Specify) |  |                 |                  |                   |

|   |           |             |   |   |
|---|-----------|-------------|---|---|
| Existing Budget   | General   | 111K        | - | - |
|   | PIC       | 141K        | - | - |
|   | All Other | 2K          | - | - |
| Total Current Budget  |           | 254K        | - | - |
| Additional Budget Requested                                     | -         | -           | - | - |
|   | -         | -           | - | - |
|   | -         | -           | - | - |
| Total Additional Budget Requested                               |           | -           | - | - |
| <b>Total Funding Sources</b>                                    |           | <b>254K</b> | - | - |
| <b>Personnel</b> (Fill out section only if requesting new PCNs) |           |             |   |   |
| Current Position Count for Service                              | -         | -           | - | - |
| Additional Positions Requested                                  | -         | -           | - | - |
| <b>Total Personnel</b>  | -         | -           | - | - |

**Anticipated Implementation Date:** September 25, 2021

**Emergency/Disaster Recovery Note:**

- Not an emergency, disaster recovery, or COVID-19 related item
- Emergency Item
- COVID-19 related Item
- Disaster Recovery related Item

**Contact(s) name, title, department:** Shain Carrizal, Sr. Director, Human Resources & Risk Management

**Attachments (if applicable):** N/A