



Legislation Details (With Text)

File #: 21-1194 **Version:** 1 **Name:**
Type: Request for approval **Status:** Passed
File created: 3/23/2021 **In control:** Commissioners Court
On agenda: 3/30/2021 **Final action:** 3/30/2021
Title: Request by Budget Management for 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 seven days of continuous employment.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 21-1194-COVID19 Benefits Waiting Period Order

Date	Ver.	Action By	Action	Result
3/30/2021	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** for 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 seven 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 specify division where expenditures are incurred]</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

HSC133