



Legislation Details (With Text)

File #: 21-1326 **Version:** 1 **Name:**
Type: Recommendation for authorization **Status:** Passed
File created: 3/25/2021 **In control:** Commissioners Court
On agenda: 3/30/2021 **Final action:** 3/30/2021
Title: Recommendation by Budget Management 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.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 21-1326-Vaccine Paid Leave 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: Paid Leave for COVID-19 Vaccination

Project ID (If applicable):

Purpose and Request:

Recommendation by Budget Management 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.

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 specify the 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 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>
<u>General Fund</u>	<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