



## Legislation Details (With Text)

**File #:** 21-5442 **Version:** 1 **Name:**  
**Type:** Policy **Status:** Passed  
**File created:** 10/5/2021 **In control:** Commissioners Court  
**On agenda:** 10/12/2021 **Final action:** 10/12/2021  
**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 October 23, 2021 through November 5, 2021.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
10/12/2021	1	Commissioners Court		

**Department:** Human Resources and Risk Management

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

**Regular or Supplemental RCA:** Regular RCA

**Type of Request:** Policy

**Project ID (if applicable):** COVID19

**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 October 23, 2021 through November 5, 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 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 compensatory time. The financial impact of non-exempt employees is less than exempt employees since non-exempt employees would be paid for all hours worked after they reach their maximum compensatory time balance of 240 hours according to Harris County Personnel Policies and Procedures.

**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 reduce the financial impact, however, some employees would earn excessive compensatory time and non-exempt employees would still be paid for all hours worked after they reach their maximum compensatory time balance of 240 hours. Exempt employees would not accrue or be paid for overtime hours if they are at their maximum compensatory time balance.

**Alignment with Goal(s):**

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

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

Date	Agenda Item #	Action Taken
09/28/2021	14	Court extended the policy through October 22, 2021. The policy has been continuously extended by Court since its inception on March 24, 2020.

**Location:**

Address (if applicable): N/A

Precinct(s): Countywide

<b>Fiscal and Personnel Summary</b>				
Service Name	Disaster Recovery	FY 21-22	Estimates	
			FY 22	Next 3 FYs
<b>Incremental Expenditures</b>				
Labor Expenditures		312K	-	-
Non-Labor Expenditures		-	-	-
<b>Total Incremental Expenditures</b>		<b>\$312K</b>	-	-
<b>Funding Sources</b> (General Fund, PIC Fund, Debt or CP, Grants, or Other - Please Specify)				
Existing Budget		General Fund	214K	-
		PIC Fund	97K	-
		All Other Funds	1K	-
Total Current Budget		\$312K	-	-
Additional Budget Requested		-	-	-
		-	-	-
		-	-	-

Total Additional Budget Requested	-	-	-
<b>Total Funding Sources</b>	<b>\$312K</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:** October 23, 2021

**Emergency/Disaster Recovery Note:** COVID-19 related item

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

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