



Legislation Details (With Text)

File #:	23-2705	Version:	1	Name:	
Type:	Position	Status:		Passed	
File created:	5/4/2023	In control:		Commissioners Court	
On agenda:	5/16/2023	Final action:		5/16/2023	
Title:	Request for approval to add one classification to the salary structure and reclassify a position effective May 20, 2023.				
Sponsors:					
Indexes:					
Code sections:					
Attachments:	1. Position.pdf				

Date	Ver.	Action By	Action	Result
5/16/2023	1	Commissioners Court		

Department: Community Services

Department Head/Elected Official: Thao Costis, Interim Executive Director

Regular or Supplemental RCA: Regular RCA

Type of Request: Position

Project ID (if applicable): N/A

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

MWDBE Contracted Goal (if applicable): N/A

MWDBE Current Participation (if applicable): N/A

Justification for 0% MWDBE Participation Goal: N/A - Goal not applicable to request

Request Summary (Agenda Caption):

Request for approval to add one classification to the salary structure and reclassify a position effective May 20, 2023.

Background and Discussion:

Community Services (HCCSD) is requesting the reclassification of the following position:

- Director IV to Director V (Chief Financial Officer)

This will allow for merit increases and be more aligned with the current market. Also, HCCSD is asking to add the Director V classification to the salary structure.

Expected Impact:

This will allow for proper organizational structure and alignment of salaries and there will be no financial impact.

Alternative Options:

The alternative option is to not reclassify positions, not align salaries with the current market, and run the risk of losing essential personnel.

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

Location:

Address (if applicable):

Precinct(s): Countywide

Fiscal and Personnel Summary			
Service Name	N/A		
	FY 23	FY 24	Next 3 FYs
Incremental Expenditures (do NOT write values in thousands or millions)			
Labor Expenditures	\$	\$	\$
Non-Labor Expenditures	\$	\$	\$
Total Incremental Expenditures	\$	\$	\$
Funding Sources (do NOT write values in thousands or millions)			
Existing Budget			
Grant	\$	\$	\$
Choose an item.	\$	\$	\$
Total Current Budget	\$	\$	\$
Additional Budget Requested			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Total Additional Budget Requested	\$	\$	\$
Total Funding Sources	\$	\$	\$
Personnel (Fill out section only if requesting new PCNs)			

Current Position Count for Service			
Additional Positions Requested			
Total Personnel			

Anticipated Court Date: May 16, 2023

Anticipated Implementation Date (if different from Court date): May 20, 2023

Emergency/Disaster Recovery Note: Not an emergency, disaster, or COVID-19 related item

Contact(s) name, title, department: Monica Cisne, Assistant Director, HR, Community Services Department

Attachments (if applicable): 3441s