



## Legislation Details (With Text)

**File #:** 23-2998      **Version:** 1      **Name:**  
**Type:** Financial Authorization      **Status:** Passed  
**File created:** 5/10/2023      **In control:** Commissioners Court  
**On agenda:** 5/16/2023      **Final action:** 5/16/2023  
**Title:** Request for approval of the Bilingual Incentive Compensation Policy for Pollution Control Services.  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. Bilingual Compensation Policy 4-26-23

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

**Department:** Pollution Control Services  
**Department Head/Elected Official:** Dr. Latrice Babin

**Regular or Supplemental RCA:** Regular RCA  
**Type of Request:** Financial Authorization

**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 of the Bilingual Incentive Compensation Policy for Pollution Control Services.

### Background and Discussion:

PCS is committed to providing the highest level of service to all members of the community. To address language barriers, PCS supports employee participation in this program to better serve Harris County residents.

Demographic studies have indicated that the three most spoken, non-English, languages used by Harris County residents are:

- Spanish
- Vietnamese
- Mandarin

Testing will be made available to certify employees for business-related translation of any of these three languages.

**Expected Impact:**

Per fiscal impact, testing fees will total \$650 for 5 people and the annual stipend amounts to \$9,000 (\$150 per month per person = \$750 per month).

Funded through the General Fund.

This expense fits within the existing budget.

**Alternative Options:**

N/A

**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): 101 South Richey Suite H, Pasadena, TX 77506

Precinct(s): Countywide

Fiscal and Personnel Summary			
Service Name			
	FY 23	FY 24	Next 3 FYs
<b>Incremental Expenditures (do NOT write values in thousands or millions)</b>			
Labor Expenditures	\$9,000.00	\$9,000.00	\$27,000.00
Non-Labor Expenditures	\$	\$	\$
<b>Total Incremental Expenditures</b>	<b>\$9,000.00</b>	<b>\$9,000.00</b>	<b>\$27,000.00</b>
<b>Funding Sources (do NOT write values in thousands or millions)</b>			
Existing Budget			
1000 - General Fund	\$9,000.00	\$9,000.00	\$27,000.00
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$

Total Current Budget	\$9,000.00	\$9,000.00	\$27,000.00
Additional Budget Requested			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Total Additional Budget Requested	\$	\$	\$
<b>Total Funding Sources</b>	<b>\$9,000.00</b>	<b>\$9,000.00</b>	<b>\$27,000.00</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 Court Date: May 16,2023**

**Anticipated Implementation Date (if different from Court date):**

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

**Contact(s) name, title, department:** Dr. Latrice Babin, PhD, Executive Director, Pollution Control Services

**Attachments** (if applicable): Bilingual Incentive Compensation Policy