



Legislation Details (With Text)

File #: 24-2173 **Version:** 1 **Name:**
Type: Transmittal **Status:** Accepted
File created: 4/9/2024 **In control:** Commissioners Court
On agenda: 4/23/2024 **Final action:** 4/23/2024
Title: Transmittal by Human Resources & Risk Management of changes to classifications on certain positions.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 24-2173.pdf

Date	Ver.	Action By	Action	Result
4/23/2024	1	Commissioners Court		

Department: Human Resources and Risk Management

Department Head/Elected Official: Shain Carrizal

Regular or Supplemental RCA: Regular RCA

Type of Request: Transmittal

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):

Transmittal by Human Resources & Risk Management of changes to classifications on certain positions.

Background and Discussion:

On November 14, 2023, Commissioners Court approved an updated position management policy that implemented a formal review and approval process for departmental requests for reclassifications and changes to Fair Labor Standards Act (FLSA) status. The policy allowed for exceptions when a position change is necessary to adhere to internal policies and/or regulatory requirements, but the exceptions must still be submitted to Commissioners Court on the following court date as a transmittal.

Expected Impact: N/A

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
10/10/2023	26	Request for discussion and possible action on updated policies for approvals of position change requests.
11/14/2023	14	Request for discussion and possible action on updated policies for approvals of position change requests.

Location:

Address (if applicable): N/A

Precinct(s): Countywide

Fiscal and Personnel Summary

Service Name	Compensation			
	Current Fiscal Year Cost			Annual Fiscal Cost
	Labor	Non-Labor	Total	Recurring Expenses
Funding Sources				
Existing Budget				
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Total Current Budget	\$	\$	\$	\$
Additional Budget Request (<i>Requires Fiscal Review Request Form</i>)				
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Total Additional Budget Request	\$	\$	\$	\$
Total Funding Request	\$	\$	\$	\$
Personnel (Fill out section only if requesting new PCNs)				
Current Position Count for Service	-	-	-	-

Additional Positions Request	-	-	-	-
Total Personnel	-	-	-	-

Anticipated Court Date: April 23, 2024

Anticipated Implementation Date (if different from Court date): N/A

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

Contact(s) name, title, department: Amanda Porter, Sr. Manager of Compensation, Human Resources & Risk Management

Attachments (if applicable): Position Changes