



## Legislation Text

File #: 21-1192, Version: 1

**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:** Compensation of County Employees Responding to COVID-19

**Project ID (If applicable):**

### Purpose and Request:

Request by **Budget 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 April 10, 2021 through April 23, 2021.

### Background and Discussion:

Since many Harris County employees who are responding to the COVID-19 pandemic can only take minimal time off, this policy allows employees the option to be paid for all hours worked instead of accumulating excessive compensatory time.

### Fiscal Impact:

The cost of County employees working over 40 hours per week in the response and recovery to COVID-19 is approximately \$2M per pay period for all funds. This estimated cost includes both hours paid and compensatory time earned in excess of 40 hours per week. It should be noted that Harris County is seeking 75%-100% reimbursement of these costs through FEMA's Public Assistance Program. The cost below represents one pay period covered under this request.

Fiscal Summary			
Expenditures	FY 20-21	FY 21-22 Projected	Future Years Projected [3 additional years]
<b>Service Impacted:</b> <i>[Please specify division where expenditures will be incurred]</i>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
Existing Budget	<u>N/A</u>	<u>\$2.0M</u>	<u>N/A</u>
Additional Appropriation Requested	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
<b>Total Expenditures</b>	<u>N/A</u>	<u>\$2.0M</u>	<u>N/A</u>
Funding Sources			
Existing Department Budget	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
General Fund	<u>N/A</u>	<u>\$1.8M</u>	<u>N/A</u>
All Other Funds	<u>N/A</u>	<u>\$0.2M</u>	<u>N/A</u>
<b>Total Sources</b>	<u>N/A</u>	<u>\$2.0M</u>	<u>N/A</u>

**Alternatives:**

N/A

**Alignment with Strategic Objective:**

N/A

**Attachments:**

Compensation of County Employees Responding to COVID-19 Order

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