



## Legislation Text

File #: 21-1725, Version: 1

**To:** Harris County Commissioners Court

**Through:** Edward Melton, Executive Director, County Library

**Prepared By:** James Dinkins, HR Director, County Library

**Subject:** Position Reclassifications

**Project ID (If applicable):**

**Purpose and Request:**

Request for authorization to reclassify four positions effective May 8, 2021.

**Background and Discussion:** After a careful organization review of the county library organizational structure, we are seeking approval to reclassify positions to best serve our customers and business unit.

*[INSTRUCTIONS: In this section should concisely provide any background and analysis that the Commissioners Court needs to fully understand the action being requested. Please limit background to 3-4 sentences and include any reference to when this item was previously considered by Court. Background should include reference to study or order that led to this item or if the item is a result of compliance with any specific law or statutory requirements.]*

**Fiscal Impact:** \$25,262 for FY 21-22; a total of \$75,787 for 3 additional years

*[INSTRUCTIONS: A short description of the cost of the request and where you are requesting funding from. No more than 2 sentences. In addition please fill out the table below. This includes financial impact to the current fiscal year and subsequent fiscal years along with the source of funding (general fund, grant, etc.). If the amount is within the current budget, please indicate the amount from 'Existing Department Budget'. If all of or part of the request is a new expense, please indicate funding source in the space provided.]*

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>	Internal business operations	Internal business operations	Internal business operations
Existing Budget	\$365,192	\$390,454	\$404,510
Additional Appropriation Requested	\$0	\$0	\$0
<b>Total Expenditures</b>	\$365,192	\$390,454	\$404,510
<b>Funding Sources</b>			
Existing Department Budget	\$34,610,000	\$37,513,372	TBD

Please Identify Funding Source: General Fund, Special Revenue, Grant, or Other	General Fund	General Fund	General Fund
[INSERT FUNDING SOURCE]			
<b>Total Sources</b>	\$34,610,000	\$37,513,372	TBD

**Alternatives:** N/A

*[INSTRUCTIONS: In this section you should briefly discuss any viable alternatives, including the benefits and consequences of each. Include subtitles on the first line of each alternative to identify it. If appropriate, the financial impact of each alternative can be discussed. If taking no action is a viable alternative it should also be discussed, including any financial or other impacts that would result.]*

**Alignment with Strategic Objective:** HCPL SO39: Develop a clear and sustainable recruitment plan; establish career paths; develop a talent management process; create a succession plan process; develop a retention plan.

*[INSTRUCTIONS: Please write out the Department Strategic Objective impacted by this item.]*

**Attachments:** 4 Forms 3441

*[INSTRUCTIONS: Please include a list of backup for this item with a short description of each if more than one.]*