



Legislation Text

File #: 21-2769, 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: Temporary Amendment to the Harris County Personnel Policies and Procedures in response to the COVID-19 pandemic

Project ID (If applicable):

Purpose and Request:

Request by Budget Management to suspend the temporary amendment to the Harris County Personnel Policies and Procedures related to the negative eighty hours of compensatory time for absences directly related to COVID-19 and require employees with negative compensatory balances to make it up by June 18, 2021 by working additional hours as allowed by Department Heads or by using available vacation time or Floating Holiday hours and authorization for the Auditor's Office in conjunction with the County Attorney's Office, to seek recovery from employees with negative compensatory time balances which remain outstanding after June 18, 2021.

Background and Discussion:

Since the onset of COVID-19, Commissioners Court has authorized temporary amendments to the Harris County Personnel Policies and Procedures to respond to the pandemic. With the high efficacy of the available COVID-19 vaccines and decrease in the COVID-19 Threat Level, Harris County is expected to prepare for operations to resume at a moderate pace. As a result, certain temporary amendments to the Personnel Policies and Procedures are recommended to be suspended.

Fiscal Impact:

Fiscal Summary			
Expenditures	FY 20-21	FY 21-22 Projected	Future Years Projected [3 additional years]
Service Impacted: <i>[Please specify division where expenditure occurs]</i>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
Existing Budget	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
Additional Appropriation Requested	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
Total Expenditures	<u>N/A</u>	<u>N/A</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>N/A</u>	<u>N/A</u>

All Other Funds	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
Total Sources	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>

Alternatives:

N/A

Alignment with Strategic Objective:

N/A

Attachments:

Temporary Amendment to the Harris County Personnel Policies and Procedures Order