



Legislation Text

File #: 21-4826, Version: 1

Department: Human Resources and Risk Management

Department Head/Elected Official: Shain Carrizal

Regular or Supplemental RCA:

- ☒ Regular RCA
☐ Supplemental RCA

Type of Request: Policy

Project ID (if applicable): N/A

Vendor/Entity Legal Name (if applicable): N/A

MWDBE Participation (if applicable): N/A

Request Summary (Agenda Caption):

Request by Human Resources & Risk 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 September 25, 2021 through October 8, 2021.

Background and Discussion:

Since the onset of the pandemic, Commissioners Court has authorized employees responding to COVID-19 to be paid for all hours worked instead of accumulating excessive compensatory time.

Expected Impact:

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

Alternative Options:

There is a financial impact of paying employees for all hours worked instead of them earning compensatory time. Commissioners Court could take no action and eliminate the financial impact, however, there would be employees earning excessive compensatory time and exempt employees would not accrue or be paid for hours over 240.

Alignment with Goal(s):

- ☐ Justice and Safety
☐ Economic Opportunity
☐ Housing

☐ Public Health☐ Transportation☐ Flooding☐ Environment☒ Governance and Customer Service**Prior Court Action (if any):**3/24/2020 Agenda Item 4.b, All Hours Paid Approved
through

8/24/2021 Agenda Item 5, All Hours Paid Approved

Location:

Address (if applicable list below):

☒ Countywide☐ Precinct 1☐ Precinct 2☐ Precinct 3☐ Precinct 4**Fiscal and Personnel Summary**

Service Name		Employee Relations and Compliance	FY 21-22	Estimates	
				FY 22	Next 3 FYs
Incremental Expenditures					
Labor Expenditures			254K	-	-
Non-Labor Expenditures			-	-	-
Total Incremental Expenditures			254K	-	-
Funding Sources (General Fund, PIC Fund, Debt or CP, Grants, or Other - Please Specify)					
Existing Budget		General	111K	-	-
		PIC	141K	-	-
		All Other	2K	-	-
Total Current Budget			254K	-	-
Additional Budget Requested		-	-	-	-
		-	-	-	-
		-	-	-	-
Total Additional Budget Requested			-	-	-
Total Funding Sources			254K	-	-

Personnel (Fill out section only if requesting new PCNs)			
Current Position Count for Service	-	-	-
Additional Positions Requested	-	-	-
Total Personnel	-	-	-

Anticipated Implementation Date: September 25, 2021

Emergency/Disaster Recovery Note:

- ☐ Not an emergency, disaster recovery, or COVID-19 related item
- ☐ Emergency Item
- ☒ COVID-19 related Item
- ☐ Disaster Recovery related Item

Contact(s) name, title, department: Shain Carrizal, Sr. Director, Human Resources & Risk Management

Attachments (if applicable): N/A