



## Legislation Text

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**File #:** 21-6451, **Version:** 1

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**Department:** Human Resources and Risk Management

**Department Head/Elected Official:** Shain Carrizal

**Regular or Supplemental RCA:** Regular RCA

**Type of Request:** Policy

**Project ID** (if applicable): COVID19

**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 December 4, 2021 through December 17, 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 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 compensatory time. The financial impact of non-exempt employees is less than exempt employees since non-exempt employees would be paid for all hours worked after they reach their maximum compensatory time balance of 240 hours according to Harris County Personnel Policies and Procedures.

**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 reduce the financial impact; however, some employees would earn excessive compensatory time and non-exempt employees would still be paid for all hours worked after they reach their maximum compensatory time balance of 240 hours. Exempt employees would not accrue or be paid for overtime hours if they are at their maximum compensatory time balance.

**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
11/9/2021	8	Court extended the policy through December 3, 2021. The policy has been continuously extended by Court since its inception on March 24, 2020.

**Location:**

Address (if applicable): N/A

Precinct(s): Countywide

Fiscal and Personnel Summary			
Service Name	Disaster Recovery		
	FY 21-22	FY 22	Next 3 FYs
<b>Incremental Expenditures (do NOT write values in thousands or millions)</b>			
Labor Expenditures	\$262,000	\$	\$
Non-Labor Expenditures	\$	\$	\$
<b>Total Incremental Expenditures</b>	<b>\$262,000</b>	<b>\$</b>	<b>\$</b>
<b>Funding Sources (do NOT write values in thousands or millions)</b>			
Existing Budget			
1000 - General Fund	\$147,000	\$	\$
1020 - Public Improvement Contingency (PI)	\$114,000	\$	\$
Other	\$1,000	\$	\$
<b>Total Current Budget</b>	<b>\$262,000</b>	<b>\$</b>	<b>\$</b>
Additional Budget Requested			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
<b>Total Additional Budget Requested</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Total Funding Sources</b>	<b>\$262,000</b>	<b>\$</b>	<b>\$</b>
<b>Personnel</b> (Fill out section only if requesting new PCNs)			
Current Position Count for Service	-	-	-
Additional Positions Requested	-	-	-
<b>Total Personnel</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Anticipated Implementation Date:** December 4, 2021

**Emergency/Disaster Recovery Note:** COVID-19 related item

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

**Attachments** (if applicable): N/A