



Legislation Text

File #: 22-4514, **Version:** 1

Department: Commissioners Court's Analyst's Office

Department Head/Elected Official: Katie Short

Regular or Supplemental RCA: Regular RCA

Type of Request: Transmittal

Project ID (if applicable): N/A

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

MWDBE Contracted Goal (if applicable): N/A

MWDBE Current Participation (if applicable): N/A

Justification for 0% MWDBE Participation Goal: N/A - Goal not applicable to request

Request Summary (Agenda Caption):

Transmittal by the Commissioners Court's Analyst's Office of a memo addressing the Precinct Three request for a study on the attrition and retention rates for specific Harris County departments/entities.

Background and Discussion:

In the May 10, 2022, Harris County Commissioners Court meeting, Precinct Three Commissioner requested that the Commissioners Court's Analyst's Office (the "Analyst's Office") examine attrition in Harris County departments. Specifically:

Report attrition and retention rates for all positions (including General Fund-funded and grant-funded positions) by fiscal year (FY) for the period FY2014 through FY2022 (March 1, 2013 - February 28, 2022) for the following Harris County departments/entities: Flood Control, Toll Road, Universal Services, Engineering, Public Health, Pollution Control, Elections Administrator (EA), County Clerk (for continuity for the positions transferred to EA), Tax Assessor-Collector (for continuity for the positions transferred to EA), and Office of Management and Budget (OMB).

Report a breakdown for each department of attrition by tenure with Harris County (employees with 10 - 19 years with the County, employees with 20 - 29 years with the County, and employees with 30 years or over with the County).

Report the number of positions that were transferred to the Office of County Administration (OCA) from OMB.

Expected Impact:

N/A

Alternative Options:

N/A

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

Location:

Address (if applicable):

Precinct(s): Countywide

Fiscal and Personnel Summary			
Service Name			
	SFY 22	FY 23	Next 3 FYs
Incremental Expenditures (do NOT write values in thousands or millions)			
Labor Expenditures	\$	\$	\$
Non-Labor Expenditures	\$	\$	\$
Total Incremental Expenditures	\$	\$	\$
Funding Sources (do NOT write values in thousands or millions)			
Existing Budget			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Total Current Budget	\$	\$	\$
Additional Budget Requested			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Total Additional Budget Requested	\$	\$	\$

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

Anticipated Court Date: August 2, 2022

Anticipated Implementation Date (if different from Court date):

Emergency/Disaster Recovery Note: Not an emergency, disaster, or COVID-19 related item

Contact(s) name, title, department: Katie Short, Director, Commissioners Court's Analyst's Office

Attachments (if applicable): Attrition and Retention Memo (PDF)