



## Legislation Text

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**File #:** 23-2753, **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): 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):**

Request for approval to appoint the Executive Director of Human Resources & Risk Management or their designee as the Civil Rights Officer for Harris County as required by state and federal grant conditions.

**Background and Discussion:**

Appointment of a Civil Rights Officer is required to receive and maintain compliance with various state and federal grant agreements. Commissioners Court previously designated the Chief Talent Officer as the Civil Rights Officer. Because of her resignation, this request is to assign the Executive Director of Human Resources & Risk Management (HRRM) or their designee as the Civil Rights Officer. If approved, the Harris County Judge will execute any necessary documents on behalf of Harris County to appoint the Civil Rights Officer.

**Expected Impact:**

By assigning the Executive Director of HRRM or their designee as the Civil Rights Officer, compliance with grant conditions will be more streamlined when there is a change in personnel.

**Alternative Options:**

Commissioners Court could assign the Civil Rights Officer to another department; however, since various departments have grants with civil rights compliance requirements and HRRM already has relationships with County departments regarding similar types of compliance requirements, it is more effective for this role to be in HRRM.

**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
6/28/2022	141	Approval to appoint Sakita Douglas, Chief Talent Officer, Human Resources & Risk Management, as a Civil Rights Officer for the Harris County Community Development Block Grant and Disaster Recovery and Mitigation Programs.

**Location:**

Address (if applicable): N/A

Precinct(s): Countywide

Fiscal and Personnel Summary			
Service Name		Employee Relations & Compliance	
	FY 23	FY 24	Next 3 FYs
<b>Incremental Expenditures (do NOT write values in thousands or millions)</b>			
Labor Expenditures	\$	\$	\$
Non-Labor Expenditures	\$	\$	\$
<b>Total Incremental Expenditures</b>	\$	\$	\$
<b>Funding Sources (do NOT write values in thousands or millions)</b>			
Existing Budget			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
<b>Total Current Budget</b>	\$	\$	\$
Additional Budget Requested			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
<b>Total Additional Budget Requested</b>	\$	\$	\$
<b>Total Funding Sources</b>	\$	\$	\$
<b>Personnel</b> (Fill out section only if requesting new PCNs)			
Current Position Count for Service	-	-	-
Additional Positions Requested	-	-	-

<b>Total Personnel</b>	-	-	-
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**Anticipated Court Date:** May 16, 2023

**Anticipated Implementation Date (if different from Court date):** N/A

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

**Contact(s) name, title, department:** Erika Owens, Director of HR, Human Resources & Risk Management

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