



Legislation Text

File #: 24-2173, **Version:** 1

Department: Human Resources and Risk Management

Department Head/Elected Official: Shain Carrizal

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 Human Resources & Risk Management of changes to classifications on certain positions.

Background and Discussion:

On November 14, 2023, Commissioners Court approved an updated position management policy that implemented a formal review and approval process for departmental requests for reclassifications and changes to Fair Labor Standards Act (FLSA) status. The policy allowed for exceptions when a position change is necessary to adhere to internal policies and/or regulatory requirements, but the exceptions must still be submitted to Commissioners Court on the following court date as a transmittal.

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
10/10/2023	26	Request for discussion and possible action on updated policies for approvals of position change requests.
11/14/2023	14	Request for discussion and possible action on updated policies for approvals of position change requests.

Location:

Address (if applicable): N/A

Precinct(s): Countywide

Fiscal and Personnel Summary

Service Name	Compensation			
	Current Fiscal Year Cost			Annual Fiscal Cost
	Labor	Non-Labor	Total	Recurring Expenses

Funding Sources**Existing Budget**

Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Total Current Budget	\$	\$	\$	\$

Additional Budget Request (*Requires Fiscal Review Request Form*)

Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Total Additional Budget Request	\$	\$	\$	\$
Total Funding Request	\$	\$	\$	\$

Personnel (Fill out section only if requesting new PCNs)

Current Position Count for Service	-	-	-	-
Additional Positions Request	-	-	-	-
Total Personnel	-	-	-	-

Anticipated Court Date: April 23, 2024**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:** Amanda Porter, Sr. Manager of Compensation, Human Resources & Risk Management

Attachments (if applicable): Position Changes