



## Legislation Text

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**File #:** 24-2106, **Version:** 1

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**Department:** County Administration

**Department Head/Elected Official:** Diana Ramirez

**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 of an update to the compensation structure for the Harris County Election Corps Program.

**Background and Discussion:**

On March 14, 2023, Commissioners Court approved the establishment of the Election Corps Program, which designates eligible Harris County employees to perform election duties as part of the regular duties of their job. Election Corps-designated employees are trained and assigned to perform election work functions at the discretion of the County. In addition to regular compensation for hours worked performing election duties, approved employees are eligible for a \$250 Election Corps incentive payment per election with the total amount not to exceed \$1,000 per year.

OCA recommends that the compensation structure be updated to eliminate the \$1,000 total pay an Election Corps employee is allowed to earn. With the numerous elections and runoffs the Harris County Clerk's Office conducts, and with the new HCAD election in May, this new structure will make the program more efficient by allowing qualified and trained employees to work more than four elections per year.

All other requirements of the Election Corps Program will remain in place. These requirements include a pay rate of \$250 per election worked and all employees signing up to work a particular election need approval from their supervisor/department to work the election.

**Expected Impact:**

Maintaining a reliable and stable corps of volunteers for elections work improves efficiency and predictability for election logistics planning.

**Alternative Options:**

Continue with the current compensation structure.

**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
2/21/2023	22	Approval to develop a program to establish a dedicated corps of County workers who may be regularly available to assist the Elections Administrator's Office with election work.
3/14/2023	392	Approval of a compensation structure for the Harris County Election Corps Program.

**Location:**

Address (if applicable): N/A

Precinct(s): Countywide

Fiscal and Personnel Summary				
Service Name				
	Current Fiscal Year Cost			Annual Fiscal Cost
	Labor	Non-Labor	Total	Recurring Expenses
<b>Funding Sources</b>				
<b>Existing Budget</b>				
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Total Current Budget	\$	\$	\$	\$
<b>Additional Budget Request</b> ( <i>Requires Fiscal Review Request Form</i> )				
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$
Choose an item.	\$	\$	\$	\$

Total Additional Budget Request	\$	\$	\$	\$
<b>Total Funding Request</b>	\$	\$	\$	\$
<b>Personnel</b> (Fill out section only if requesting new PCNs)				
Current Position Count for Service	-	-	-	-
Additional Positions Request	-	-	-	-
<b>Total Personnel</b>	-	-	-	-

**Anticipated Court Date:** April 23, 2024

**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:**

Diana Ramirez, County Administrator  
The Honorable Teneshia Hudspeth, County Clerk

**Attachments** (if applicable):