



LINA HIDALGO

** see Attached Orders*
Vote of the Court:

March 4, 2020

AGENDA LETTER

Commissioners Court
1001 Preston, 9th Floor
Houston, Texas 77002

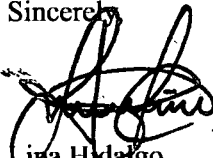
	Yes	No	Abstain
Judge Hidalgo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Ellis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. A. Garcia	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Radack	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Cagle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dear Court Members:

The following item is recommended for the Commissioners Court Agenda of March 10, 2020:

Request by the County Judge for discussion and possible action regarding Harris County's preparation for and response to any potential incidences of COVID-19, commonly described as the Novel Coronavirus, in our community.

Sincerely,


Lina Hidalgo
County Judge *jm*

LH/jm

Presented to Commissioners Court

MAR 10 2020

** APPROVE see Attached Orders*
Recorded Vol _____ Page _____

ORDER OF COMMISSIONERS COURT

To Better Ensure Continuity of Government and Operations and Implement a Compensation Procedure

The Commissioners Court of Harris County, Texas, convened at a meeting of the Court at the Harris County Administration Building in the City of Houston, Texas, on March 10, 2020 with all members present.

A quorum was present. Among other business, the following was transacted:

HARRIS COUNTY AND ITS DEPARTMENTS ARE TO SUPPORT AND WORK IN CONJUNCTION WITH THE OFFICE OF EMERGENCY MANAGEMENT AND HARRIS COUNTY PUBLIC HEALTH TO BETTER ENSURE CONTINUITY OF GOVERNMENT AND OPERATIONS IN THE EVENT OF WIDESPREAD CORONAVIRUS CONTAGION AND HUMAN RESOURCES RISK MANAGEMENT, IN CONSULTATION WITH THE COUNTY ATTORNEY, IS TO IMPLEMENT AN EMPLOYEE COMPENSATION PROCEDURE IN THE EVENT OF DISRUPTION CAUSED BY COVID-19

Commissioner Garcia introduced an order and made a motion that the same be adopted. Commissioner Ellis seconded the motion. The motion, carrying with it the adoption of the order, prevailed by the following vote:

	<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Judge Lina Hidalgo	X	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Rodney Ellis	X	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Adrian Garcia	X	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Steve Radack	X	<input type="checkbox"/>	<input type="checkbox"/>
Comm. R. Jack Cagle	X	<input type="checkbox"/>	<input type="checkbox"/>

The County Judge thereupon announced that the motion had duly and lawfully carried and that the order had been duly and lawfully adopted. The order thus adopted follows:

IT IS ORDERED that:

1. Harris County and its departments shall support and work in conjunction with the Office of Emergency Management and Harris County Public Health to better ensure continuity of government and continuity of operations in the event of widespread coronavirus contagion, which may require departments to prioritize coronavirus preparedness over and above non-essential functions subject to review by the Harris County Attorney's Office.
2. Subject to review by and in consultation with the Harris County Attorney's Office, Human Resources Risk Management shall implement a procedure for compensating employees in the event of a disruption caused by COVID-19.
3. All Harris County officials and employees are authorized to do any and all things necessary or convenient to accomplish the purpose of this Order.

Presented to Commissioners Court

MAR 10 2020

APPROVE G/E
Recorded Vol _____ Page _____

ORDER OF COMMISSIONERS COURT

The Commissioners Court of Harris County, Texas, met in regular session at its regular term at the Harris County Administration Building in the City of Houston, Texas, on MAR 10 2020, with all members present except Comm. Radack.

A quorum was present. Among other business, the following was transacted:

ORDER AUTHORIZING EMPLOYEES WHO WOULD OTHERWISE BE DOCKED DUE TO ABSENCES DIRECTLY RELATED TO CORONAVIRUS (COVID-19), INCLUDING SICKNESS, QUARANTINE, OR TO CARE FOR IMMEDIATE FAMILY MEMBERS WHO ARE SICK OR QUARANTINED, TO WORK ADDITIONAL HOURS WITHIN A LIMITED PERIOD TO MAKE UP A MAXIMUM OF 80 HOURS LOST WAGES

Commissioner Ellis introduced an order and moved that Commissioners Court adopt the order. Commissioner A. Garcia seconded the motion for adoption of the order. The motion, carrying with it the adoption of the order, prevailed by the following vote:

	Yes	No	Abstain
Judge Lina Hidalgo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Rodney Ellis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Adrian Garcia	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Steve Radack	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. R. Jack Cagle	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The meeting chair announced that the motion had duly and lawfully carried, and this order was duly and lawfully adopted. The order adopted follows:

IT IS ORDERED that Harris County and Harris County Flood Control District employees be permitted to work additional hours to make up for a maximum of 80 hours of lost wages they would have suffered because:

1. They were not able to work due to absences directly related to Coronavirus (COVID-19), including sickness, quarantine, or to care for immediate family members who are sick or quarantined;
2. They have insufficient paid leave (Vacation, Comp Time, Floating Holiday and Sick Leave, as appropriate) available to compensate them; and
3. They were actually at risk of being docked.

Acceptable reasons to quarantine without symptoms of illness are limited to:

1. Travel from a CDC Level 3 Country or living with an immediate family member that has traveled to a CDC Level 3 Country since March 1, 2020;
2. Being a person under investigation (PUI) or person under monitoring (PUM) by Harris County Public Health or other federal, state, or local health authorities; or

3. Other criteria established by Harris County Public Health or other federal, state or local health authorities.

Department Heads are responsible for ensuring that the employee:

1. Was not able to work due to absences directly related to Coronavirus (COVID-19); and
2. Had insufficient paid leave (Vacation, Comp Time, Floating Holiday and Sick Leave, as appropriate) available to compensate them.

Because of the uncertainty surrounding COVID-19, employees may make up time until the pay period ending on December 18, 2020.

Department Heads are encouraged to allow employees to work remotely if the employee's job duties are consistent with doing so and the Department collects and maintains adequate documentation to support the time worked (ex. work from home log).

All Harris County officials and employees are authorized to do any and all things necessary or convenient to accomplish the purpose of this Order including allowing employees to establish up to -80 hours compensatory time in STARS.

Presented to Commissioners Court

MAR 10 2020

APPROVE E/G
Recorded Vol _____ Page _____