



HARRIS COUNTY, TEXAS

BUDGET MANAGEMENT DEPARTMENT

Administration Building

1001 Preston, Suite 500

Houston, TX 77002

(713) 274-1100

COVID-19 Agenda Item

August 25, 2020

To: County Judge Hidalgo, and
Commissioners Ellis, Garcia,
Radack, and Cagle

Fm: Shain Carrizal *HSC*

Re: **Compensation of County Employees Responding to COVID-19 and Temporary Amendments to the Harris County Personnel Policies and Procedures**

	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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. R. Jack Cagle	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In response to the COVID-19 pandemic, Human Resources & Risk Management recommends extending the following items as previously approved by Commissioners Court:

- Authorization allowing employees to be paid for all hours worked directly related to the response and recovery of the COVID-19 pandemic for the period of August 29, 2020 – September 25, 2020.
- Temporarily amend Section §9.0112 of the Harris County Personnel Policies and Procedures to suspend the 75-day benefit waiting period for new employees until September 30, 2020. New regular position employees will be eligible for group health benefits the first day of the pay period following 7 days of continuous employment.
- Temporarily amend Section §11.047 of the Harris County Personnel Policies and Procedures to suspend until December 31, 2020 the required health care provider’s statement after the fourth day of absence for Sick Leave or Family Sick and Wellness Leave, subject to Department Head discretion.

Thank you for your consideration.

Presented to Commissioners Court

August 25, 2020

Attachment

Approve: G/E

August 25, 2020

Approve: G/E

ORDER OF COMMISSIONERS COURT

The Commissioners Court of Harris County, Texas, convened at a meeting of the Court virtually, August 25, 2020 with all members present except none

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

ORDER AUTHORIZING THE EXTENSION OF THE PERIOD FOR EMPLOYEES TO BE PAID FOR ALL HOURS WORKED DIRECTLY RELATED TO THE RESPONSE AND RECOVERY TO THE CORONAVIRUS (COVID-19) PANDEMIC FROM AUGUST 15, 2020 THROUGH SEPTEMBER 25, 2020 AND TEMPORARY AMENDMENTS TO THE HARRIS COUNTY PERSONNEL POLICIES AND PROCEDURES IN RESPONSE TO COVID-19

Commissioner A. Garcia introduced an order and moved that Commissioners Court adopt the order. Commissioner Ellis 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	✓		
Comm. Rodney Ellis	✓		
Comm. Adrian Garcia	✓		
Comm. Steve Radack	✓		
Comm. R. Jack Cagle	✓		

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:

1. Harris County and Harris County Flood Control District employees be paid for all hours worked directly related to the response and recovery efforts for the Coronavirus (COVID-19) Pandemic for the period of August 15, 2020 through September 25, 2020.
2. Only work expected to be reimbursed through FEMA's Public Assistance Program or other sources should be considered under this Order. Departments should consult with Human Resources & Risk Management before paying employees for all hours worked to determine if it is expected to be reimbursed by FEMA or other sources.
3. Temporary Amendments to the Harris County Personnel Policies and Procedures be made as follows:
 - a. Section §9.0112 - The 75-day benefit waiting period for new employees will be temporarily suspended until September 30, 2020. New regular position employees will be eligible for group health benefits the first day of the pay period following 7 days of continuous employment.
 - b. Section §11.047 - Department Heads, at their discretion, be allowed to temporarily suspend the required health care provider's statement after the 4th day for absences related to COVID-19 until December 31, 2020.
4. All Harris County officials and employees are authorized to do any and all things necessary or convenient to accomplish the purpose of this Order.