



# HARRIS COUNTY, TEXAS

## BUDGET MANAGEMENT DEPARTMENT

Administration Building

1001 Preston, Suite 500

Houston, TX 77002

(713) 274-1100

### COVID-19 Agenda Item

July 28, 2020

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

Fm: Shain Carrizal *HSC*

Re: **Additional COVID Paid Leave**

	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"/>

On July 14, 2020 Commissioners Court approved an additional 80 hours of paid leave for certain law enforcement and other employees who would otherwise be docked due to absences for COVID-19 positive test results or COVID-19 illness, subject to department head discretion. Attached for your approval is an order to extend the additional 80 hours of paid leave to all regular employees effective August 1, 2020.

Thank you for your consideration.

Attachment

Presented to Commissioners Court

July 28, 2020

Approve: E/G

## ORDER OF COMMISSIONERS COURT

The Commissioners Court of Harris County, Texas, met in regular session at its regular term, virtually, on July 28, 2020, with all members present.

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

### **ORDER AUTHORIZING REGULAR HARRIS COUNTY EMPLOYEES WHO WOULD OTHERWISE BE DOCKED DUE TO ABSENCES DIRECTLY RELATED TO THEIR OWN COVID-19 POSITIVE TEST RESULT OR COVID-19 ILLNESS RECEIVE A MAXIMUM OF 80 HOURS OF ADDITIONAL PAID LEAVE BEGINNING ON AUGUST 1, 2020 THROUGH DECEMBER 18, 2020**

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 checked="" 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:

On July 14, 2020 Commissioners Court approved an additional 80 hours of paid leave for certain law enforcement and other employees who would otherwise be docked due to absences for COVID-19 positive test results or COVID-19 illness, subject to department head discretion. Commissioners Court now approves the additional 80 hours of paid leave to be extended to all Regular County Employees.

Therefore, **IT IS ORDERED** that Regular County Employees who would otherwise be docked due to absences directly related to their own COVID-19 positive test or COVID-19 illness receive a maximum of 80 hours of additional paid leave for lost wages they would have suffered because they:

1. are not able to work due to absences directly related to their own COVID-19 positive test result or COVID-19 illness, subject to department head discretion;
2. have exhausted all paid leave (Vacation, Comp Time, Floating Holiday and Sick Leave, as appropriate) available to compensate them; and Presented to Commissioners Court
3. are actually at risk of being docked. July 28, 2020

Approve: E/G

Harris County and its Departments shall support and work in conjunction with Human Resources & Risk Management and the Harris County Attorney's Office to implement the Order.

Department Heads are responsible for ensuring that the employee:

1. is not able to work due to absences directly related to COVID-19;  
and
2. has exhausted all paid leave (Vacation, Comp Time, Floating Holiday and Sick Leave) available to compensate them.

The effective date of this Order is August 1, 2020 - December 18, 2020.

All Harris County officials and employees are authorized to do any and all things necessary or convenient to accomplish the purpose of this Order.