



COMMISSIONERS COURT
COMMUNICATION

REFERENCE NUMBER _____

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DATE: 03/22/2022

SUBJECT: **APPROVAL OF LEAVE AND PAY OPTIONS RELATED TO THE
COVID-19 PANDEMIC**

COMMISSIONERS COURT ACTION REQUESTED

It is requested that the Commissioners Court approve leave and pay options related to the COVID-19 pandemic effective April 1, 2022 and authorize the County Administrator to develop and implement procedures related to these options.

BACKGROUND

Pandemic leave was approved by the Commissioners Court on December 29, 2020 effective January 1, 2021, through Court Order #134503 and extended twice on June 22, 2021, through Court Order #135722 and on September 21, 2021, through Court Order #136403. Pandemic leave was initially discontinued effective January 1, 2022 by the Commissioners Court at its December 14, 2021 session, through Court Order #137014. However, it was subsequently approved with revisions retroactive to January 1, 2022 at the January 11, 2022 session, through Court Order #137225. Details of the approved policy are included in the attached document. Listed below are two (2) potential options for pandemic leave related to COVID-19 effective April 1, 2022.

Option 1: Continue pandemic leave as is through June 30, 2022.

Option 2: Discontinue pandemic leave effective April 1, 2022.

Additionally, if the Court chooses to extend pandemic leave, the option of providing additional leave time to employees who have already utilized pandemic leave under this policy should be discussed.

FISCAL IMPACT

The fiscal impact of this policy will depend on the amount of leave time used by employees and is therefore unknown.

SUBMITTED BY: Human Resources

PREPARED BY: Anjanie Ramnarine
APPROVED BY: