



COMMISSIONERS COURT COMMUNICATION

REFERENCE NUMBER _____

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DATE: 03/22/2022

**SUBJECT: APPROVAL OF A WAIVER OF TERMINAL BENEFITS – HUMAN
RESOURCES**

COMMISSIONERS COURT ACTION REQUESTED

It is requested that the Commissioners Court approve a waiver of terminal benefits for Human Resources for position number 20000040 – Senior Benefits Analyst effective April 16, 2022.

BACKGROUND

The incumbent of the Senior Benefits Analyst position will leave County service on April 15, 2022 with four hundred (400) hours of vacation. This General Fund position manages the coordination of employee leave of absence (LOA) programs and serves as the key liaison for compliance with ACA mandates. The incumbent functions as a subject matter expert on SAP HR and benefits information and administers quality control measures to evaluate system updates. Due to the critical duties performed by this position, Human Resources requests a waiver of terminal benefits.

FISCAL IMPACT

The net cost to the General Fund will be approximately \$9,987.47 including fringe benefits. The cost of the waiver will be \$18,624.87 including fringe benefits. The salary savings for the remainder of FY 2022 will be approximately \$8,637.40 including fringe benefits.

SUBMITTED BY:	Human Resources	PREPARED BY: APPROVED BY:	Anjanie Ramnarine
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