

State of Texas	§	Court Order
Collin County	§	2020-405-05-11
Commissioners Court	§	

An order of the Collin County Commissioners Court approving personnel-related action to address the COVID-19 public health emergency's effects on exempt county employees working in excess of 40 hours per week due to the COVID-19 public health emergency.

Whereas, many exempt employees of the County are working over 40 hours a week, with the additional hours relating to responding to and addressing the COVID-19 emergency;

Whereas, from assisting with taking calls and answering questions related to COVID-19, sanitizing work areas, training on or monitoring social distancing; addressing on-site matters to allow others to work from home, and otherwise mitigating or responding to the COVID-19 public health emergency many exempt County employees have made extraordinary and necessary efforts during this public health emergency;

Whereas, exempt employees are not entitled to overtime or any payment for work in excess of 40 hours per week;

Whereas, the Commissioners Court believes that this extra effort during the crisis should be recognized and compensated, and that such a policy may encourage greater assistance to address the COVID-19 emergency in the future; and

Whereas, certain County employees have been required to provide services that were substantially dedicated to mitigating or responding to the COVID-19 public health emergency including in some circumstances the repurposing of employees and employee services to those substantially dedicated to mitigating or responding to the COVID-19 public health emergency; and

Whereas, this was, and is, an expense that was, and is, necessary to respond to the COVID-19 public health emergency that was not budgeted for in the County's budget, and began after March 1, 2020; and

Now, therefore, be it ordered by the Commissioners Court of Collin County, Texas that:

1. The foregoing recitals are incorporated herein and made findings of fact;
2. From April 6, 2020 forward until cancelled by the Commissioners Court, exempt employees who work more than 40 hours during a week shall receive straight time hourly pay for each hour in excess of 40 hours worked if that time has been worked for purposes of and substantially dedicated to mitigating or responding to the COVID-19 public health emergency response or support;

3. The amount of additional compensation to be paid hereunder shall be limited to a per employee cap as follows:

“CAP”

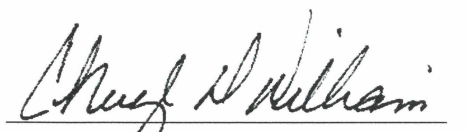
(i)	County Administrator	\$30,000.00
(ii)	Department Heads	\$20,000.00
(iii)	Other Exempt Employees	\$10,000.00

4. Human Resources is directed to create the process for the reporting of these hours by exempt employees, including any verification requirements.

A motion was duly made, seconded, and carried unanimously by the court members in attendance during a regular session on May 11, 2020.



Chris Hill, County Judge


Susan Fletcher, Commissioner, Pct 1


Cheryl Williams, Commissioner, Pct 2




Darrell Hale, Commissioner, Pct 3


Duncan Webb, Commissioner, Pct 4


ATTEST: Stacey Kemp, County Clerk