

ORDER OF THE COMMISSIONERS COURT OF COLLIN COUNTY, TEXAS
CONTINUING EMERGENCY PUBLIC INTERACTION COMPENSATION
UNTIL THE STATE OF DISASTER AND PUBLIC HEALTH EMERGENCY
IS LIFTED IN COLLIN COUNTY BY A LAWFUL AUTHORITY OR THE
COMPENSATION PROGRAM IS ENDED BY THE COMMISSIONERS
COURT, WHICHEVER OCCURS FIRST [NON-EXEMPT EMPLOYEES
ONLY]

WHEREAS, the COVID-19 public health emergency and disaster has resulted in very significant restrictions being imposed and precautions being taken to prevent transmission; and

WHEREAS, COVID-19 is highly transmissible and public health directives have determined it is best to stop its transmission by avoiding public contact; and

WHEREAS, to serve that purpose, many County employees are now working from home, and

WHEREAS, as a governmental entity, the County has functions that cannot be handled completely by virtual means, and that are government functions that must be carried out; and

WHEREAS, County employees who are required to work and continue to have personal interaction with the public are acting above and beyond the call of duty creating potential physical hardships and hazards and deserve a pay supplement to their wages which in turn incentivizes them to remain in those positions; and

WHEREAS, such a stipend was originally authorized on April 6, 2020; 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

WHEREAS, because the COVID-19 public health emergency still exists in Collin County, and essential employees who deal with the public are still being placed at a higher risk of COVID-19 transmission, it is important to continue this personal interaction pay for employees of the County required to have personal interaction with the public as part of their County job; and

WHEREAS, these County employees have been called upon to respond to the COVID-19 public health emergency by keeping public services open and operating; and

WHEREAS, the payments shall continue until the state of disaster is lifted in Collin County by an authority authorized to do so or date that the Commissioners Court discontinues the program, whichever occurs first; and

WHEREAS, the continuation of these payments are necessary to respond to the COVID-19 public health emergency and incentivize employees to work jobs that put them at increased risk of contracting COVID-19.

WHEREAS, BE IT ORDERED BY THE COMMISSIONERS COURT OF COLLIN COUNTY, TEXAS that:

1. The foregoing recitals are incorporated and made findings of fact;
2. The foregoing recitals are declared true and correct;
3. The County Judge's Executive Order establishing non-exempt employees who are at a high risk of exposure due to their personal interaction with the public is adopted.
4. Other employees may be determined to be at an increased risk of exposure to COVID-19 based on the determination of the Human Resources Director. Employees already so designated shall remain designated unless their job duties change so that they are no longer at increased risk. If a new employee is later added to the list of employees at an "increased risk" due to a re-assessment of his/her position—the effect of being identified as being at an "increased risk" is prospective only.
5. The Commissioners Court, in response to the COVID-19 emergency approves the following stipends to continue:
 - a) \$6.00 per hour for all non-exempt employees subject to the County Judge's Executive Order dated March 31, 2020;
 - b) \$3.00 per hour for all non-exempt employees who are determined to be at an increased risk of exposure to COVID-19.
6. Employees working from home receive regular pay but are not eligible for the stipend.
7. The stipend program shall continue until the state of emergency due to COVID-19 is lifted by an authorized authority, or the Commissioners Court chooses to end the program, whichever comes first.
8. A person who is receiving a stipend and then is moved to a job that either receives a lesser stipend or no stipend has no right or property interest in the original stipend amount.

PASSED this ____ day of May, 2020.

COUNTY JUDGE

ATTEST:

COUNTY CLERK OR
DEPUTY COUNTY CLERK