

ORDER OF THE COLLIN COUNTY, TEXAS COMMISSIONERS COURT
APPROVING PERSONNEL-RELATED ACTION TO ADDRESS THE EFFECTS OF
THE COVID-19 PUBLIC HEALTH EMERGENCY'S EFFECT ON COUNTY
EMPLOYEES PAID LEAVE BUYBACK

WHEREAS, the COVID-19 pandemic has far-reaching effects for many County employees and their families;

WHEREAS, such effects include loss of the family income either due to shut-down or inability to obtain substitute childcare, loss of County work time due to childcare issues, loss of secondary income due to closures and the cancellation of events, closures of schools, and other issues;

WHEREAS, having resources to help with household income shortages (including any unforeseen emergencies or major costs that occur during such shortages), childcare, and potential healthcare needs will benefit the employees and their families and create necessary financial stability during these unprecedented times; and

WHEREAS, but for the COVID-19 crisis this is not an action that would be taken by the County, and such action had not been planned or anticipated for this fiscal year—however, assuring that the County's employees are financially healthy and prepared during this public health emergency is of paramount importance; and

WHEREAS, certain County employees have been required to provide efforts that were substantially dedicated to mitigating or responding to the COVID-19 public health emergency; and

WHEREAS, this program necessary to respond to the COVID-19 public health emergency that was not anticipated for in the County's budget, and was not budgeted for as of March 27, 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. Buy-back of paid employee leave AS APPROVED BY Order dated April 6, 2020 is APPROVED and extended; and
3. County employees are authorized to redeem 40 hours of compensatory time and/or 40 hours of paid time off (PTO) for the months of April and May;
4. To be eligible for the redemption program, the employee must have a minimum balance of 40 hours of compensatory time or 80 hours of PTO;
5. Payments are approved to be made to employees who have paid leave acquired as part of this buy-back through normal payroll processes.

Passed this _____ day of May, 2020.

COUNTY JUDGE

ATTEST:

COUNTY CLERK OR
DEPUTY COUNTY CLERK