

**Commissioners Court Meeting**

**Meeting Date:** 07/13/2020

Request for Exemption to HR Policy due to extenuating circumstances

**Submitted for:** Martin Cuellar, Sheriff

**Submitted By:** Anita Guerra

**Department:** Sheriff

*WCSM 06-26-2020*

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**Subject:**

Discussion and possible action to authorize a one-time exemption to Human Resource Policy 9.03(a) ANNUAL LEAVE specifically for the deputies, correctional officers, and other members of the collective bargaining agreement (CBA) in order to allow for the transfer of any excess annual leave hours from the current fiscal year (Fiscal Year 2019-2020) to the subsequent fiscal year (Fiscal Year 2020-2021) as a result of their efforts to maintain adequate work force levels at the jail and in the field during the COVID-19 (coronavirus) pandemic. The Webb County Sheriff's Office requests that this exemption be considered by the court for the transfer of these accrued annual leave hours to the upcoming fiscal year as it is deemed necessary for the safe and steadfast continuity of public safety/criminal justice operations within Webb County because of the fluid, unpredictable, and ever evolving situation with the on-going coronavirus pandemic.

**Issue:** During the on-going pandemic, officers working for the Webb County Sheriff's Office are typically not authorized for time off (annual leave) in order to maintain heightened staffing levels in response to the unprecedented public safety crisis that the on-going coronavirus pandemic has caused. Furthermore, they were sometimes required to accrue compensatory time in order for the Webb County Sheriff's Office to maintain adequate staffing as mandated for public safety in the community and, in particular, at the Webb County Jail.

**Solution:** Allow an exemption to this policy for collective bargaining agreement (CBA) members as the policy do not take into consideration the extenuating circumstances in which CBA members are required to

work disproportionate hours to maintain heightened staffing during public health emergencies.

**Result:** The members of the CBA will be able to utilize their annual leave whenever their authorized leave becomes feasible.

**Background:**  
Not Applicable.

**Previous Court Action:**  
None.

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**Fiscal Impact**

**Budget Account Number:** N/A

**Funding Source:** N/A

**Balance:** N/A

**Financial Impact:**

N/A

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