

Results of the Commissioners Court Meeting of 12-11-25
All agenda items approved as presented with the following exceptions:
Harris County Commissioners Court
Exceptions to December 11, 2025 Agenda

Page	Item	Department	Exception
2	1	County Administration	For OMB and OCA to provide an estimation of cuts to the Harris County Jail inmates outsourcing contracts on February 26, 2026, Commissioners Court.
2	2	County Administration	For approval of the strategic hiring exemptions for PCNs in non-exempt departments.
2	3	County Administration	For approval of the Harris County Prompt Payment Act Policy.
2	4	Management and Budget	No Action
2	5	Management and Budget	To provide a monthly update on its outstanding balance of Accounts Receivable (AR) for federal grants to ensure compliance with the recommended cap of \$100M.
3	18	Human Resources and Talent	<p>Change to “Request for 1) discussion of the monthly update of the Compensation and Pay Equity Project status, by Human Resources and Talent; 2) approval to temporarily freeze the following activities relative to civilian employees and positions: moves, changes, reclassifications and base salary increases from December 13, 2025 – February 21, 2026; and 3) discussion of the proposed Compensation Philosophy.</p> <p>*****</p> <p>That Harris County take the following actions regarding pay equity study currently being conducted by Gallagher. Harris County shall authorize a temporary, targeted hold on position movement as recommended by the consultant solely for the limited purpose of validating and reconciling job classification and compensation data effective January 10th to February 21st, which will allow all departments an opportunity to finalize any movement preparation as they service all of our constituents. Exceptions to this freeze will be reviewed and approved by HRT and later submitted to Commissioners Court for approval. Blanket exceptions may not be authorized and should be considered on a case-by-case basis per individual PCN. HRT shall draft and socialize change management guidelines to departments and precinct offices explaining the purpose and function of the position change freeze, how the freeze will be executed, and immediate action steps following the freeze. HRT and Gallagher in coordination with all County departments, shall immediately initiate a detailed data walk through to explain in detail the analysis conducted by Gallagher, including: review of job duties by classification with specific examples of cross-departmental classifications; market compensation demonstration with documented benchmarks; internal equity and compression analysis. Analysis to be conducted on submitted PDQs: documentation of the analysis performed on each PDQ, including specific elements reviewed; an explanation of how PDQ data was compared against established criteria for job leveling; a summary of which PDQ elements drove grade changes, especially in cases where jobs were downgraded; confirmation of whether your team compared our PDQs against any standardized job evaluation frameworks, and if so, which ones.</p> <p>*****</p>

3	18	Human Resources and Talent	That departments shall be formally invited to submit written challenges, corrections within the 10-day appeal process, and documentation to ensure the consultant's data reflects operational realities. The documentation must be in form of PDQ or job description approved by the department Executive Director or Executive Chief only. That the County Administration shall return to Court with an update on January 29th. That this action shall be guided by three non-negotiable principles of accuracy, fairness, and protection of County employees. That HRT shall also continue gathering feedback on its proposed compensation philosophy and return to the January 8th Commissioners Court with a final draft for the Court's consideration. This feedback should include any input from departments and Court Offices, specifically from those who support talent functions across the County. That Harris County reaffirm its commitment that pay equity implementation must be based on verified data and defensible analysis, and not solely on preliminary consultant findings.
4	27	County Engineer	No Action
17	152	Intergovernmental and Global Affairs	No Action
17	154	Universal Services	<p>To direct Universal Services to work with the Purchasing Department to implement the updated Technology Procurement Request process requiring County departments to complete a TPR for all technology-related procurement effective January 1, 2026.</p> <p>*****</p> <p>To direct Universal Services to begin applying initial quick win findings from the completed countywide review of departmental technology services by optimizing applicable technology solutions into enterprise agreements and eliminating duplicate or unused licenses; and to direct Universal Services to establish a governance on the standards, analysis, deployment, management, and training of all artificial intelligence software and tools across departments within the County's network to ensure security compliance with all Federal and State laws, and County's policies.</p>
17	155	Universal Services	For approval of the Harris County Open Data Policy.
18	165	Housing and Community Development	No Action
18	167	Housing and Community Development	Change to "Lina Hidalgo; Rodney Ellis; Adrian Garcia; Neal Rackleff; and Lesley Briones"
21	191	Fire Marshal	For adoption of the Harris County Threat & Security Management Leadership Council Governance policy.
23	215	District Courts	No Action
36	307	Purchasing	No Action
43	356	County Judge	To reauthorize an exemption from Harris County ad valorem taxation of 100 percent of the appraised value of real property used to operate a child care facility, as defined in the Texas Tax Code, and amend related policies.
44	362	Commissioner, Precinct 1	No Action
44	363	Commissioner, Precinct 2	No Action
44	364	Commissioner, Precinct 2	No Action

44	369	Commissioner, Precinct 2	No Action
46	387	Commissioner, Precinct 4	To direct Harris County Public Health to draft a Countywide Food Insecurity Strategy, addressing both short- and long-term needs, and present recommendations to Commissioners Court by February 12, 2026.
47	391	Public Hearings	No motion was made on this item
47	392	Public Hearings	No motion was made on this item
47	393	Public Hearings	No motion was made on this item
47	394	Public Hearings	No motion was made on this item
47	395	Public Hearings	No motion was made on this item
47	396	Public Hearings	No motion was made on this item
47	397	Public Hearings	No motion was made on this item
47	398	Public Hearings	No motion was made on this item
47	399	Public Hearings	No motion was made on this item
48-50	400-424	Transmittals	Accepted
50	425	Transmittals	<p>Change to “Transmittal by Pretrial Services of a Letter of Support for a planning grant to Arnold Ventures for approximately \$100,000 with no required matching funds. The initiative, Harris County Smart Reminders & Navigation Tool, is a combination of automated appointment reminders, two-way communication, and AI-enabled identification of client needs represents a promising, scalable approach to enhance the support we provide to pretrial supervisees. This collaborative initiative is between Harris County, the American Institutes for Research (AIR), and Reconnect.”</p> <p>*****</p> <p>Accepted</p>
50-51	426-441	Transmittals	Accepted
52	443	Executive Session	No Action
54	464	Executive Session	To appoint Alberto Lopez as a Contractor Representative, Vladimir Naranjo as a Contractor Member, Jennifer Hernandez as a representative of Unionized Workers, Chidi Umez Rowley as a representative of Non-Unionized Workers, Amy Zachmeyer as a representative of Interested Community Members, Sam Pena as a representative for the County Infrastructure Department, and Tiko Haussman as the County Safety Monitor to the Worksite Safety Committee for a two year term ending December 11, 2027.

55	468	Emergency/Supplemental Items	To appoint Sonia Lopez for the position of Judge of Harris County Civil Court at Law #1 effective February 1, 2026.
55	472	Emergency/Supplemental Items	<p>Change to “Law Enforcement departments”</p> <p>*****</p> <p>For approval to provide supplemental funding to Law Enforcement departments as a result of pay parity.</p> <p>*****</p> <p>That the Office of Management and Budget develop and implement a written, countywide policy for the new law enforcement salary scale by the following Court, January 8th. The policy should include the following: clearly define years of service and the lateral Deputy hiring process; explain the pay structure for the hiring and promotion of new supervisors; identify all positions eligible for inclusion on the new pay scale; outline procedures for every applicable scenario related to the pay scale; require an immediate audit, followed by concurrent biannual ongoing audits conducted by Human Resources & Talent and the Auditor’s Office, to ensure that the implementation process remains transparent and consistent and equitable across all the law enforcement agencies.</p>
56	473	Emergency/Supplemental Items	Change to “Request by the Toll Road Authority for approval of ratification of a Joinder Agreement with the Texas Transportation Finance Corporation and Zions Bancorporation, N.A. DBA Amegy Bank, for the addition of a TxDOT facility beneficiary per the terms of the TxDOT Tolling Services Agreement and Custodial Account Agreement and authorize execution by the HCTRA Executive Director of future joinder agreements with TxDOT facility beneficiaries as designated by TxDOT pursuant to the terms of Tolling Services Agreement and Custodial Account Agreement and provided that such agreements are transmitted to Commissioners Court after execution.”
56	480	Emergency/Supplemental Items	No Action
57	486	Emergency/Supplemental Items	Accepted
58	493	Emergency/Supplemental Items	Change to “Request by the County Judge and Commissioner of Precinct 1 for approval of a joint resolution to commemorate the retirement of Joseph Strange from the Harris County Attorney’s Office.”
58	495	Emergency/Supplemental Items	No Action
58	496	Emergency/Supplemental Items	No Action
58	497	Emergency/Supplemental Items	No Action
59	504	Resolutions	Change to “Request by the County Judge and the Commissioner of Precinct 3 for approval of a joint resolution recognizing December 5, 2025 as Celebrate Shelter Pets Day.”