



CITY OF WATAUGA – PERSONNEL, ADMINISTRATION AND FINANCIAL POLICIES AND PROCEDURES MANUAL

POLICY TITLE	Public Safety Quarantine Leave
INITIAL EFFECTIVE DATE	July 26, 2021
LAST REVISION DATE	This is a new policy.
POLICY NUMBER	8.07

OBJECTIVE The purpose of this policy is to provide guidance in accordance with Chapter 180.008 of the Local Government Code, as amended during the 87th Legislature (House Bill 2073), regarding paid quarantine leave for Fire Fighters, Peace Officers, Detention Officers, and Emergency Medical Technicians. The City supports establishing a workplace that is healthy and safe. Quarantine leave will be used to quarantine or isolate Fire Fighters and Peace Officers as a result of a possible or known exposure to a communicable disease while on duty.

SCOPE This policy applies to all Fire fighters and Peace Officers employed by the City of Watauga. Public Safety Quarantine Leave is intended to provide paid leave to be used to quarantine or isolate Fire Fighters and Peace Officers as a result of a possible or known exposure to a communicable disease while on duty.

DEFINITIONS

"Peace officer" means an individual described by Article 2.12, Code of Criminal Procedure, who is elected for, employed by, or appointed by the City.

"Firefighter" means a paid employee of the fire department who:
 (a) holds a position that requires substantial knowledge of fire fighting;
 (b) has met the requirements for certification by the Texas Commission on Fire Protection under Chapter 419, Government Code; and
 (b) performs a function listed in Section 143.003(4)(A) of the Local Government Code.

"Health authority" has the meaning assigned by Section 121.021 of the Health and Safety Code.

"Communicable Disease" has the meaning assigned by Section 81.033 of the Health and Safety Code.

POLICY

- A. The use of quarantine leave may be granted after a Fire Fighter or Peace Office has had a possible or known exposure to a communicable disease while on duty.

- B. The Police and Fire Department Chief, or designee, in coordination with the Human Resources Department, are responsible for communicating and implementing this policy, as applicable.
- C. The City's health authority will determine when a threat of highly communicable or life-endangering diseases are immediately present and may release orders for applicable workers to follow general quarantine protocols.
- D. When this occurs, the City will allow for the use of quarantine leave based on the health authority's protocols for appropriately dealing with the disease and/or its prevention of community spread.
- E. Employees will be released from quarantine leave based on guidance from the local health authority which will be coordinated through the Human Resources Department.
- F. Applicable employees on paid quarantine leave will continue to be eligible for all employment benefits and compensation, including continuing their leave accrual, pension benefits and eligibility for health benefit plan benefits for the duration of the leave. While on quarantine leave, the employee will not use any other paid leave type (vacation, sick, holiday, compensatory time).
- G. When applicable, employees who must be quarantined may be eligible for reimbursement for reasonable costs related to the quarantine, including lodging, medical, and transportation.