



APPENDIX J:

PAID QUARANTINE LEAVE POLICY (Police Dept.)

I. PURPOSE

Pursuant to Texas Local Government Code Section 180.008, the City of Beeville hereby adopts this paid quarantine leave policy for Peace Officers, Telecommunicators*, and Fire Fighters who are employed by, appointed by, or elected to the city and ordered to quarantine or isolate due to a possible or known exposure to a communicable disease while on duty.

(Ref. Tex. Loc. Gov't Code 180.008(b).)

II. DEFINITIONS

- (1) "Fire fighter" means a paid employee of the city's fire department who: (a) holds a position that requires substantial knowledge of firefighting; (b) has met the requirements for certification by the Texas Commission on Fire Protection under Chapter 419, Government Code; and (c) performs at least one of the following functions: (i) fire suppression; (ii) fire prevention; (iii) fire training; (iv) fire safety education; (v) fire maintenance; (vi) fire communications; (vii) fire medical emergency technology; (viii) fire photography; (ix) fire administration; or (x) fire arson investigation.*
- (2) "Paid quarantine leave" means: (1) all employment benefits and compensation, including leave accrual, retirement benefits, and health benefit plan benefits provided by the city; and (2) if applicable, reimbursement for reasonable costs related to the quarantine, including lodging, medical, and transportation costs.
- (3) "Peace officer" means police officers [*may include others, such as marshals, some of whom may be elected*] licensed by the Texas Commission on Law Enforcement and employed by the city. *

(Ref. Texas Local Gov't Code 180.008(a); 143.003(4)(A); Tex. Health & Safety Code 121.021; Tex. Code Crim. Pro. Art. 2.12.)

III. QUARANTINE LEAVE

A City of Beeville Peace Officer and Telecommunicators/Dispatch* who is ordered to quarantine or isolate by the person's supervisor or the city's health authority due to a possible or known exposure to a communicable disease while on duty is entitled to receive paid quarantine leave for the duration of the leave.

(Ref. Texas Local Gov't Code 180.008(c).)

IV. NO REDUCTION IN COMPENSATION AND BENEFITS

The City of Beeville will not reduce a Peace Officer's or Telecommunicator's* sick leave balance, vacation leave balance, holiday leave balance, or other paid leave balance in connection with paid quarantine leave taken in accordance with this policy.

VI. RETURN TO WORK PROTOCOLS

All the following conditions must be met before employees may return to work.

- a. No fever for at least 72 hours without the use of any fever reducing medications;
AND
- b. Improvement in or absence of other symptoms (cough, shortness of breath); AND
- c. At least 5 days passed since symptoms first appeared or the employee was placed on leave OR
- d. After 5 days and after receiving a negative test result (test must occur on day 5 or later).

On return from Paid Quarantine Leave, an employee has a right to be restored to the same or an equivalent position.

Violations of any part of this policy, failure to follow the requirements of this policy, and/or falsification of any information or documentation related to this policy, will be subject to corrective action up to and including separation of employment.