

6.90 Paid Quarantine Leave. This policy is based on House Bill 2073 enacted by the Legislature of the State of Texas effective June 15, 2021. This policy provides that all eligible employees will receive paid leave if they are ordered by their supervisor to quarantine or isolate due to a possible or known exposure to a communicable disease while on duty. A communicable disease is an illness that can be contracted through contact with a human or animal, their discharges, or contaminated items carrying an infectious agent.

(a) **Applicability:** This policy only applies to City of Midlothian First Responders defined as sworn police, certified fire fighters, emergency medical technicians and detention officers as further defined herein.

(b) **Definitions:**

- a. **Detention Officer** – An individual employed by the City as a jailer or other individual responsible for the care and custody of individuals incarcerated in the City jail.
- b. **Emergency Medical Technician** – an individual who is: Certified as an emergency medical technician under Chapter 773, Health and Safety Code; and Employed by a political subdivision.
- c. **Fire Fighter** – means a paid employee of a municipal fire department or emergency services district who: Holds a position that requires substantial knowledge of firefighting. Has met the requirements for certification by the Texas Commission on Fire Protection under Chapter 419, Government Code; and Performs one or more of the functions listed below:
  - Fire suppression
  - Fire prevention
  - Fire training
  - Fire safety education
  - Fire maintenance
  - Fire communications
  - Fire medical emergency technology
  - Fire photography
  - Fire administration
  - Fire arson investigation
- d. **Peace Officer** – means an individual described by Article 2.12, Code of Criminal Procedure, who is employed by the City.
- e. **Health Authority** – has the meaning assigned by Section 121.021, Health and Safety Code.

(c) **Leave Entitlement-** Eligible employees will receive paid leave if they are ordered to quarantine or isolate due to a possible or known exposure to a communicable disease. The leave must be ordered by the person's supervisor or the City's health authority and will end when it can be determined the employee no longer poses a risk to others.

(d) **Policy Guidelines-** All employment benefits and compensation, including leave accrual, retirement benefits, and health benefit plan benefits will continue for the duration of the leave. The paid leave is intended to supplement the employee's

salary up to normal hours for a pay period. It will not be used to provide hours above normal pay period or to accumulate toward overtime.

Employees will be reimbursed for reasonable costs related to the quarantine, including lodging, medical, and transportation expenses.

The City will not reduce an employee'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.

- (e) **Employer Responsibility-** If the supervisor notices or receives a report that an employee is exhibiting signs of a communicable disease, the supervisor will send the employee home if a reasonable person could conclude that a person appears to have a communicable disease and the spread of that disease is probable.
- (f) **Employee Responsibility-** Employees who have symptoms of a communicable disease should consult with their health care providers and report to work only after symptoms have subsided. The City reserves the right to require a written statement from a person's physician indicating that the person is no longer contagious.

Employees must keep their supervisors informed on the anticipated length of absence.