

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DEER PARK TEXAS ADOPTING A PAID QUARANTINE LEAVE POLICY FOR PAID PEACE OFFICERS, JAILERS/DETENTION OFFICERS, EMERGENCY MEDICAL TECHNICIANS, AND FIRE FIGHTERS PURSUANT TO HB 2073.

WHEREAS, the Eighty-seventh Texas Legislature, which met from January 12, 2021, to May 31, 2021, passed HB 2073, which requires a city to adopt a paid quarantine leave policy for fire fighters, peace officers, detention officers, and emergency medical technicians, and

WHEREAS, the Governor of the State of Texas, signed HB 2073 into law on June 15, 2021; and

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DEER PARK, TEXAS:

That the City of Deer Park Quarantine Leave Policy, which is in accordance with Texas House Bill 2073, signed into law on June 15, 2021, is as follows:

EFFECTIVE DATE

June 15, 2021

APPLICABILITY

This Policy applies to persons employed by, appointed by, or elected the following positions of a Texas political subdivision.

- Peace Officers
- Jailers/Detention Officers
- Fire Fighters
- Emergency Medical Technicians

POLICY

Employees in the above positions who, if ordered or instructed by the employee's Department Director or their designee to quarantine or isolate due to a possible or known exposure to a communicable disease **while on duty** is eligible for

- A. all employment benefits and compensation, including leave accrual, pension benefits, and health benefit plan benefits for the duration of the leave, AND
- B. reimbursement for reasonable costs related to the quarantine, including lodging, medical care, and transportation.

Lodging should be at the employee's residence, or an employee and Director mutually agreed location unless there is a declared emergency or extreme circumstances preclude such arrangement, and the City Manager approves a different location.

All lodging and meals shall be reimbursed up to the city's per diem rates for the year in which the quarantine occurs.

Any employee exposed to a communicable disease while on duty must report such exposure or positive test results within 24 hours to the supervisor on duty. Failure to report a known exposure in a timely manner may result in disciplinary action.

DEFINITIONS

Testing Waiting Period - No sooner than 3 days after a known exposure, unless symptoms appear before 3 days.

Isolation - exclusion from contact with any other city employee unless they are a care giver, first responder, or family.

Quarantine - a period of time recommended by public health authorities that is intended to minimize person to person contact during the incubation period of the specific communicable disease from the work force and other acquaintances, strangers, and family and friends when possible. Employees who are quarantined are expected to refrain from social gatherings, travel, or other activity during this time.

For the purposes of this policy, a positive test shall be an approved test by the Center for Disease Control (CDC) that is taken from a licensed and credible state or private laboratory group.

PROCESS

If an employee reports an exposure to a Communicable Disease, the employee will be sent for testing... The test shall be taken within the Texas Department of State Health Services recommended period for the disease in question. If the employee refuses to test, this policy shall not apply, and the benefits of this policy are subject to forfeit.

Employees who test positive for the disease must quarantine as directed by the department director or their designee and may be placed in an off-duty status.

All test results must be provided to Human Resources through the employee's chain of command to qualify for benefits. An employee who refuses to test or share test results may become ineligible for quarantine leave benefits.

To protect the health and safety of employees, employees must report requested information regarding their exposure, other employees they have been in contact with, testing, quarantining, isolation, and/or other activity in an accurate and timely manner to Human Resources in order to attempt contact tracing. Failure to do so may result in administrative investigation and/or disciplinary action.

REMOTE WORK

While under quarantine and pending test results, employees who have the tools and capability of working remotely based on their job duties may be asked to do so by the Department Director.

This resolution shall take effect from and after its passage, and it is accordingly so resolved.

PASSED AND APPROVED, this _____ day of _____, 2021.

APPROVED:

MAYOR, City of Deer Park, Texas

ATTEST:

City Secretary

APPROVED AS TO FORM:

City Attorney