

RESOLUTION NO. 21-23

A RESOLUTION BY THE CITY COMMISSION OF THE CITY OF BRECKENRIDGE, TEXAS, AMENDING RESOLUTION 13-05, 20-07, AND 21-23 THE PERSONNEL POLICY & PROCEDURE MANUAL OF THE CITY OF BRECKENRIDGE TO INCLUDE CHANGES TO CHAPTER 8 – POLICY # 805 – SICK LEAVE

WHEREAS, The Breckenridge City Commission passed and approved the Personnel Policy and Procedure Manual in January 2013; and

WHEREAS, The Breckenridge City Commission designates the City Manager, as the authority that has the power to write, reject or alter the Personnel Policy & Procedure Manual for the City Commission to review and approve; and

WHEREAS, The Breckenridge City Commission finds it in the best interest of the city and its employees, to make amendments, additions, or exclusions as necessary to maintain the integrity of the document; and

NOW THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF BRECKENRIDGE, TEXAS THAT:

I. *Enactment.* This Resolution No. 21-23 shall amend the “Personnel Policy and Procedure Manual of the City of Breckenridge”.

(a) *Chapter 8 – Sick Leave - Policy #805 – sick leave*

Adding: **Policy #805.A - Public Safety Quarantine Leave** (attached as Exhibit A)

Purpose: The purpose of this policy is to provide guidance in accordance with Chapter 180.008 of the Texas Local Government Code regarding paid quarantine leave for Fire Fighters, Peace Officers, Detention Officers, and Emergency Medical Technicians. The quarantine leave will be used to quarantine or isolate Fire Fighters and Public Safety Officers due to a possible or known exposure to a communicable disease **while on duty**. The City recognizes that employee health and safety is important. The City supports establishing a workplace that is comfortable, healthy, safe, and supportive.

PASSED AND APPROVED this 7th day of September 2021 by the Breckenridge City Commission.

CITY OF BRECKENRIDGE, TEXAS

By: _____
Bob Sims, Mayor

ATTEST:

Heather Robertson-Caraway, CCCII, TRMC
City Secretary

S E A L

EXHIBIT A

Public Safety Quarantine Leave Policy

(Effective 9/7/21)

PURPOSE

The purpose of this policy is to provide guidance in accordance with Chapter 180.008 of the Texas Local Government Code regarding paid quarantine leave for Fire Fighters, Peace Officers, Detention Officers, and Emergency Medical Technicians. The quarantine leave will be used to quarantine or isolate Fire Fighters and Public Safety Officers due to a possible or known exposure to a communicable disease **while on duty**. The City recognizes that employee health and safety is important. The City supports establishing a workplace that is comfortable, healthy, safe, and supportive.

EFFECTIVE DATE

This policy is effective 9/7/21.

SCOPE

This policy applies to all Fire Fighters and Police Officers employed by the City. The Department Head will be responsible for communicating and implementing this policy as applicable.

DEFINITIONS

"Qualified Employees" means employees listed in Chapter 180.008 of the Local Government Code and who meet the definitions listed below.

"Fire fighter" means a paid employee of the 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 a function listed in Section 143.003(4)(A).

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

"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.

Quarantine Leave

A City of Breckenridge fire fighter or peace officer 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).)

No Reduction in Compensation and Benefits

The City of Breckenridge will not reduce a fire fighter's or peace officer's sick leave balance, vacation leave balance, or other paid leave balance in connection with paid quarantine leave taken in accordance with this policy.