



## Chapter 4: LEAVES OF ABSENCE

### 4.12 Paid Quarantine Leave

#### PURPOSE

Pursuant to Texas Local Government Code Section 180.008, the City of Stephenville hereby adopts this paid quarantine leave policy for fire fighters, peace officers, detention officers, and emergency medical technicians\* 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).*)

#### DEFINITIONS

*Emergency medical technician* means an individual who is employed by the city and certified as an emergency medical technician under Chapter 773, Health and Safety Code.

*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.

*Health authority* means a physician appointed by the city to administer state and local laws relating to public health within the city's jurisdiction

*Paid quarantine leave* means:

- a. all employment benefits and compensation, including leave accrual, pension benefits, and health benefit plan benefits provided by the city; and
- b. if applicable, reimbursement for reasonable costs related to the quarantine, including lodging, medical, and transportation costs.

*Peace officer* means police officers 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.*)



## **POLICY**

### **Quarantine Leave**

A City of Stephenville fire fighter, peace officer, or emergency medical technician 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 Stephenville will not reduce a fire fighter's, peace officer's, or emergency medical technician'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.