

**RESOLUTION NO. R-2022-16**

**A RESOLUTION BY THE CITY COUNCIL OF THE CITY OF LLANO, TEXAS ESTABLISHING A PAID QUARANTINE LEAVE POLICY FOR CITY OF LLANO EMPLOYEES; PROVIDING A SEVERABILITY CLAUSE AND ESTABLISHING AN EFFECTIVE DATE.**

**WHEREAS**, the City of Llano, Texas is a Type A General Law Municipality located in Llano County, Texas, created in accordance with the provisions of the Texas Local Government Code and operating pursuant to the enabling legislation of the State of Texas and its General Law; and

**WHEREAS**, the Texas Legislature enacted House Bill 2073 on June 15, 2021, which became effective immediately, adding Section 180.008 to the Texas Local Government Code and requiring political subdivisions to develop and implement a paid quarantine leave policy for fire fighters, peace officers, detention officers, and emergency medical technicians who are employed by, appointed by, or elected for the political subdivision and ordered to quarantine or isolate due to a possible or known exposure to a communicable disease while on duty; and

**WHEREAS**, the City of Llano City Council passed Resolution No. R-2202-16 to implement such Paid Quarantine Leave Policy in compliance with Section 180.008 of the Texas Local Government Code.

**WHEREAS**, the City of Llano City Council seeks to implement a Paid Quarantine Policy for Non-Emergency Personnel and Emergency Personnel.

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LLANO, TEXAS THAT:**

Section 1. The foregoing recitals are adopted and incorporated herein for all purposes.

Section 2. The attached Exhibit A, titled "Paid Quarantine Leave Policy for Employees."

Section 3. All resolutions, or parts thereof, which are in conflict or inconsistent with any provision of this Resolution are hereby repealed to the extent of such conflict, and the provisions of this Resolution shall be and remain controlling as to the matters resolved herein.

Section 4. This Resolution shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

Section 5. If any provision of this Resolution or the application thereof to any person or circumstance shall be held to be invalid, the remainder of this Resolution and the application of such provision to other persons and circumstances shall nevertheless be valid, and the City Council hereby declares that this Resolution would have been enacted without such invalid provision.

Section 6. It is officially found, determined, and declared that the meeting at which this Resolution is adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this Resolution, was given, all as required by Chapter 551, Texas Government Code, as amended.

PASSED AND ADOPTED, this 6<sup>th</sup> day of September, 2022.

CITY OF LLANO, TEXAS

  
Kelli Tudyk, Mayor

ATTEST:

  
Kim Wagner, Interim City Secretary

## EXHIBIT A

### **Paid Quarantine Leave Policy**

#### **PURPOSE**

Pursuant to Section 180.008 of the Texas Local Government Code, the purpose of this policy is to provide paid quarantine leave to Peace Officers who are ordered to quarantine or isolate by the Chief of Police due to a possible or known exposure to a communicable disease while on duty.

#### **DEFINITIONS**

“Peace officer” means an individual described by Article 2.12, Texas Code of Criminal Procedure, who is elected for, employed by, or appointed by the city.

#### **POLICY**

The use of quarantine leave may be granted after a Peace Officer has had a possible or known exposure to a communicable disease while on duty. The mayor will determine when a threat of highly communicable or life-endangering diseases are immediately present and may release orders for applicable/essential workers to follow general quarantine protocols. When this occurs, department supervisors—in this case, the Chief of Police—will allow for the use of quarantine leave based on the protocols for appropriately dealing with the disease and/or its prevention of community spread. Employees will be released from quarantine leave based on guidance from the authority designated by the mayor. An employee who is in quarantine should notify the City Secretary of any changes to their health status.

#### Paid Quarantine Leave Provides that:

Eligible Police Officer on paid quarantine leave will continue to be eligible for all employment benefits and compensation, including continuing their leave accrual, pension benefits and eligibility for health benefit plan benefits for the duration of the leave. While on quarantine leave, the employee will not be required to use any other paid leave type (e.g., vacation, sick, holiday, compensatory time). When applicable, employees who must be quarantined may be eligible for reimbursement for reasonable costs related to the quarantine, including lodging, medical, and transportation.

If applicable, an employee on paid quarantine leave is expected to remain home during periods of quarantine and may work from home (i.e., telework) during this period if permitted by departmental arrangement and approved by the Mayor. In addition, an employee on paid quarantine leave may not work a second job, including self-employment, or participate in volunteer work.

All other employees that are not in the Police Department shall use sick leave and/or vacation time to remain home during periods of quarantine and may work from home (i.e., telework) during this period

if permitted by departmental arrangement and approved by the Mayor. In addition, an employee on quarantine leave may not work a second job, including self-employment, or participate in volunteer work.

Workers' Compensation:

Applicable employees on paid quarantine leave must file the exposure to a communicable disease while on duty as a workers compensation claim. Should the employee be approved for and receive workers' compensation benefits, the City's salary payment (i.e., employee wages) will be offset to reflect total eligible/paid comp