



EL PASO COUNTY DEPARTMENT OF HUMAN RESOURCES

Quarantine Leave Policy for First Responders

Effective Date: September 1, 2021

Adopted Date: October 18, 2021

The Purpose of this policy is to allow the use of Quarantine Leave by the first responders employed by The County of El Paso who are ordered to quarantine or isolate due to a possible or known exposure to a communicable disease while on duty.

I. Scope

Pursuant to Section 180.008 of the Texas Local Government Code, the County shall provide paid quarantine leave for peace officers, detention officers, and emergency medical technicians* who are employed by, appointed by, or elected to the County and ordered to quarantine or isolate due to a possible or known exposure to a communicable disease while on duty.

II. Definitions

A. "Detention officer" means an individual appointed or employed by the County and whose job responsibilities include the care and custody of individuals incarcerated in the municipal jail.

B. "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. 3

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

D. "Paid quarantine leave" means:

(1) all employment benefits and compensation, including leave accrual, pension benefits, and health benefit plan benefits provided by the county; and

(2) if applicable, reimbursement for reasonable costs related to the quarantine, including lodging, medical, and transportation costs.

E. "Peace officer" means peace officers licensed by the Texas Commission on Law Enforcement and employed by the County.

III. Leave Conditions

Quarantine leave shall be provided after the Officer has had a possible or known exposure to a communicable disease while on duty. The County shall allow for the use of paid quarantine leave for the duration of quarantine, as determined by the City's health authority.

A. When applicable, employees who must quarantine may be eligible for reimbursement for reasonable costs related to the quarantine, including lodging, medical expenses, and transportation.

B. Leave requests under this policy must be reviewed by HR for compliance.

IV. Coding of Time

Any time taken under this policy shall be coded to Pay Code: Leave SLP with Task Code: QUARANTINE-LEAVE.

V. Effect on Salary, Other Compensation and Paid Leave Balances

The El Paso County will not reduce an eligible employee's salary or other compensation, sick leave, vacation, holiday, or other paid leave balance for quarantine leave taken under this policy.