

	CITY OF DECATUR PERSONNEL POLICY		
Chapter 04	Benefits		
Section 02	Paid Quarantine Leave		
Revised By:	Nate Mara, City Manager	Revised Date:	November 10, 2025
Approved By:	Nate Mara, City Manager	Effective Date:	January 1, 2026

04.02 Paid Quarantine Leave

Pursuant to Texas Local Government Code Section 180.009, the City of Decatur hereby adopts this paid quarantine leave policy for firefighters, peace officers, detention officers, and emergency medical technicians who are employed by the city and ordered to quarantine or isolate due to a possible or known exposure to a communicable disease while on duty. (See Tex. Loc. Gov’t Code 180.009(b).)

A. Definitions:

- a. “Paid quarantine leave” means:
 - i. all employment benefits and compensation, including leave accrual, pension benefits, and health benefit plan benefits provided by the city; and
 - ii. if applicable, reimbursement for reasonable costs related to the quarantine, including lodging, medical, and transportation costs.
- b. “Peace officer” means police officers licensed by the Texas Commission on Law Enforcement (TCOLE) and employed by the City of Decatur.
- c. Detention officer: an individual appointed or employed by the City of Decatur and whose job responsibilities include the care and custody of individuals incarcerated in the municipal jail.
- d. Emergency Medical Technician: an individual who is employed by the city and certified as an emergency medical technician under Chapter 773, Texas Health and Safety Code.
- e. Fire Fighter: a paid employee of the city’s fire department who: has met the requirements for certification by the Texas Commission on Fire Protection under Chapter 419, Texas Local Government Code; and performs at least one of the following functions: fire suppression; fire prevention; fire training; fire safety education; fire maintenance; fire communications; fire medical emergency technology; fire photography; fire administration; or fire arson investigation.
- f. Health Authority: a physician appointed by the county to administer state and local laws relating to public health within the city's jurisdiction.

B. Quarantine Leave.

A City of Decatur fire fighter, peace officer, detention officer, or emergency medical technician who is ordered to quarantine or isolate by the person's supervisor or the city's Emergency Management Coordinator 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.

C. No Reduction in Compensation and Benefits.

The City of Decatur will not reduce a fire fighter's, peace officer's, detention officer's, or emergency medical technician's PTO leave balance, PTO leave balance, holiday leave balance, or other paid leave balance in connection with paid quarantine leave taken in accordance with this policy.