

RESOLUTION NO. 669

“Amending City Employees Personnel Manual to add Quarantine Leave and Mental Health Leave for certain First Responders”

**A RESOLUTION OF THE CITY OF GRANITE SHOALS,
TEXAS, ADOPTING AMENDMENT TO PERSONNEL
POLICIES FOR CITY EMPLOYEES**

WHEREAS, the City Council of the City of Granite Shoals, Texas (“Council”) seeks to provide for the health, safety, and welfare of its citizens; and

WHEREAS, The Texas Legislature passed two bills during their recent session which affect leave policy for certain city employees in the Public Safety departments; and

WHEREAS, Section 4.06 of the Granite Shoals City Charter provides that the City Council may adopt personnel rules prepared by the City Manager and presented to the City Council;

WHEREAS, the City has adopted its Personnel Policies and, from time to time, may amend the policies as needed.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GRANITE SHOALS, TEXAS, THAT:

1. The Council hereby adopts the attached Exhibit A, Peace Officers Mental Health Leave, to be added to Res. 595, as amended, under Section 8.00 Leave as ‘Section 8.16 Peace Officer Mental Health Leave’
2. The Council hereby adopts the attached Exhibit B, Quarantine Leave to be added to Res. 595, as amended, under Section 8.00 Leave as ‘Section 8.17 First Responders Quarantine Leave’
3. All previous versions of the City’s Personnel Policies are hereby amended by the attached Exhibits.

EFFECTIVE DATE. This RESOLUTION shall be in full force and effect from and after its date of approval.

APPROVED: September 14, 2021.

APPROVED:


Will Skinner, Mayor

ATTEST

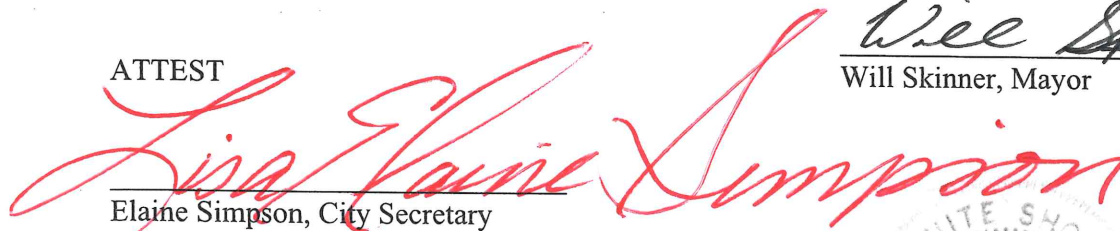

Elaine Simpson, City Secretary



Exhibit 'A'
Peace Officers Mental Health Leave

Granite Shoals city employee policy Section 8.16

SEC. 8.16 PEACE OFFICERS MENTAL HEALTH LEAVE

As authorized by State Law, qualifying Peace Officers may be granted Mental Health Leave if subjected to certain traumatic events while on the job. The Chief of Police will maintain a department policy defining events that can be classified as traumatic. This policy may be updated from time-to-time, as needed.

Mental Health Leave will be granted/processed in a manner similar to Administrative Leave with Pay. The leave will be granted without reduction to the officer's compensation, benefits, or accrued paid leave time. The request for this leave shall be made in writing to the Chief of Police according to department policy. Leave of this type will be treated as strictly confidential by all parties involved. The Chief of Police may grant up to three working days of Mental Health Leave. Any request(s) for extension of said leave shall require appropriate documentation from a mental health professional, and shall follow the departmental policy.

Exhibit 'B'
Quarantine Leave

SECTION 8.17 FIRST RESPONDERS QUARANTINE LEAVE

Pursuant to Texas Local Government Code Section 180.008, the City of Granite Shoals hereby adopts this paid quarantine leave policy for fire fighters and peace officers 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).)

8.17.01 Definitions “Fire fighter” means a paid Full-Time employee of the city’s fire department whose employment is not temporary in nature. “Peace officer” means police licensed by the Texas Commission on Law Enforcement and employed by the City of Granite Shoals in a paid capacity, that not temporary in nature.

“Paid quarantine leave” means: all employment benefits and compensation, including leave accrual, pension benefits, and health benefit plan benefits provided by the city including, if applicable, reimbursement for reasonable costs related to the quarantine, including lodging, medical, and transportation costs.

“Health authority” means a physician appointed by the county to administer state and local laws relating to public health within the county's jurisdiction.

8.17.02 A City of Granite Shoals fire fighter or peace officer who is ordered to quarantine or isolate by the person’s supervisor or the county’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. The City of Granite Shoals will not reduce a fire fighter’s or peace officer’s sick leave balance, vacation leave balance, personal leave balance, or other paid leave balance in connection with paid quarantine leave taken in accordance with this policy. Quarantine Leave will be granted/processed in a manner similar to Administrative Leave with Pay.