

ORDINANCE NO. 456

AN ORDINANCE ESTABLISHING A PAID QUARANTINE LEAVE POLICY FOR CITY OF LYTLE EMPLOYEES; AND, PROVIDING FOR A SEVERABILITY CLAUSE.

WHEREAS: The City of Lytle is a Type A General Law municipality existing under the laws of the State of Texas; and,

WHEREAS: Section 180.008 of the Texas Local Government Code requires that local governments develop and implement a paid quarantine leave policy for peace officers who are ordered to quarantine or isolate due to a possible or known exposure to a communicable disease while on duty; and,

WHEREAS: It is the position of the City Council of the City of Lytle that the establishment of a paid quarantine leave policy for all employees of the City of Lytle would help the City recruit and retain qualified employees; and,

WHEREAS: Section 51.001 of the Texas Local Government Code authorizes the governing body of a municipality to adopt, publish, amend or repeal an ordinance, rule or police regulation that is for the good government, peace or order of the municipality or for the trade and commerce of the municipality and is necessary or proper for carrying out a power granted by law to the municipality or to an office or department of the municipality; and,

WHEREAS: The City Council of the City of Lytle has determined that establishing a Paid Quarantine Leave Policy for the City's employees, including its peace officers, would contribute to the good government, peace and order of the City; is good for the trade and commerce of the City;

NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF LYTLE, TEXAS:

SECTION 1. Paid Quarantine Leave Policy. There is hereby established a Paid Quarantine Leave Policy as set forth in Exhibit A attached to this Ordinance, and said Exhibit A is incorporated at this point in this Ordinance as if copied herein verbatim for all purposes.

SECTION 2. Effective Date. The Paid Quarantine Leave Policy hereby adopted shall take effect retroactively to October 1, 2021. Any action taken by the City based upon paid quarantine leave since October 1, 2021, is hereby ratified and confirmed.

SECTION 3. Authority. The Mayor of Lytle is hereby authorized to sign the Paid Quarantine Leave Policy on behalf of the City of Lytle.

SECTION 4. Severability. If any section, provision, subdivision, clause or part of this ordinance shall be adjudged or held unconstitutional or invalid, it shall not affect the validity of this ordinance as a whole or any other part or provision contained herein.

PASSED, APPROVED AND ADOPTED at the regular meeting held on the 12th day of October, 2021.



RUBEN GONZALEZ, Mayor

ATTEST:



JOSIE CAMPA, City Secretary



EXHIBIT A

PAID QUARANTINE LEAVE POLICY

Statement of Purpose/Applicability

Pursuant to Texas Local Government Code Section 51.001, the City of Lytle hereby adopts this paid quarantine leave policy for all City employees, including its peace officers, who are employed by or appointed by the city and ordered to quarantine or isolate due to a possible or known exposure to a communicable disease.

Definitions

- (1) "Health authority" means a physician appointed by the city to administer state and local laws relating to public health within the city's jurisdiction.
- (2) "Paid quarantine leave" means: (1) all employment benefits and compensation, including leave accrual, pension benefits, and health benefit plan benefits provided by the city; and (2) if applicable, reimbursement for reasonable costs related to the quarantine, including lodging, medical, and transportation costs.

Quarantine Leave

A City of Lytle employee 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 is entitled to receive paid quarantine leave for the duration of the leave.

No Reduction in Compensation and Benefits

The City of Lytle will not reduce an employee'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.

Signed this 12th day of October, 2021.



RUBEN GONZALEZ, Mayor