

Subdivision X.

Sec. 82-647. Temporary Isolation Leave Policy.

With COVID-19 continuing to spread at an alarming rate throughout Dallas County, Dallas County will provide up to 48 hours of Temporary Isolation Leave to those employees who are fully vaccinated and required to isolate with a confirmed COVID-19 test result.

A person is considered fully vaccinated against the virus that causes COVID-19 as follows:

- (1) two weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines;
- (2) two weeks after a single-dose vaccine, such as the Johnson & Johnson's Janssen vaccine; or
- (3) as may be defined by the CDC. It should be noted that although not in the current definition for "fully vaccinated," Dallas County also recommends that persons receive a booster dose in accordance with the latest CDC guidance. On December 16, 2021, CDC also endorsed updated recommendations made by the Advisory Committee on Immunization Practices (ACIP) for the prevention of COVID-19, expressing a clinical preference for individuals to receive an mRNA COVID-19 vaccine over Johnson & Johnson's COVID-19 vaccine.

Employees covered by Sec. 82-796 Quarantine Leave for Peace Officers and Detention Officers are not eligible for this benefit.

This Temporary Isolation Leave is in effect from the pay period beginning January 28, 2022 through February 25, 2022.

If it is determined that an employee should isolate, the individual shall receive:

- All employment benefits, including leave accrual, pension benefits, and health benefit plan benefits, for the duration of the leave;
- No reduction in the individual's sick leave balance, vacation leave balance, compensatory time, or other paid leave balance until the 48 hours of Temporary Isolation Leave provided by this policy is exhausted.

An employee's designated supervisor shall be notified by the employee if the employee must isolate with confirmed COVID-19, in accordance with recommendations provided by the Centers for Disease Control and Prevention.

The Temporary Isolation Leave is subject to the following procedures and conditions:

- An employee shall notify the employee's supervisor of a qualifying event in accordance with departmental sick leave policies.
- An employee must provide evidence of a COVID-19 test result obtained at a testing site (drive-through, hospital, pharmacy, etc.) that offers PCR or antigen testing and cannot be an at-home test.
- **The Temporary Isolation Leave shall be coded in the payroll system as Sick Leave-CARES.**

- The payroll section shall maintain a record of payments made in connection with the Temporary Isolation Leave.
- Temporary Isolation Leave hours are not accruals and expire at the end of the authorized time period.

(Ord. No. 2022-0102, 01-25-2022)