



CITY OF DECATUR, TEXAS

HUMAN RESOURCES

EMERGENCY PAID SICK LEAVE ACT ENTITLEMENTS

Conditions Under Which An Employee Is Entitled to Paid Sick Leave: An employee is entitled to paid sick leave due to the inability to work or telework because of any of the following conditions:

The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19.

The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.

The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis.

The employee is caring for an individual who is subject to an order described in item 1 above or has received advice as described in item 2 above.

The employee is caring for a son or daughter because the son's or daughter's school or place of care has been closed due to COVID-19 precautions.

The employee is experiencing "any other substantially similar conditions" as specified by the Secretary of Health and Human Services.

Amount of Paid Sick Leave Available: Eighty (80) hours for full-time employees. Part-time employees are eligible for paid sick leave hours in an amount equal to the average number of hours they work over a two (2) week period.

Cap on Amount of Sick Leave Pay: Paid sick leave is to be calculated based on the employee's regular rate of pay or the applicable federal, state, or local minimum wage, whichever is greater, but in no event shall the amount of sick leave pay exceed \$511 per day and \$5,110 in the aggregate for leave taken for items numbers 1, 2, and 3 above and \$200 per day and \$2,000 in the aggregate for leave taken for items 4, 5, and 6 above.

Sequencing: Employees are entitled to utilize the paid sick leave benefit provided by the Act before they can be required to utilize any other paid leave benefit (vacation, sick leave, PTO) provided by the employer.

Effective Dates of Act: The Act takes effect fifteen (15) days from its final passage (March 17, 2020) and sunsets on December 31, 2020.

Prohibited Actions: Employers are prohibited from taking any adverse employment action against an employee due to the employee's utilization of the benefits provided by the Act.

Penalties: An employer who violates the provisions of the Act will be deemed to have violated the minimum wage requirements of the FLSA and will be subject to unpaid wages, liquidated damages, and penalties as provided by the FLSA for such a violation.