



City of San Antonio

Agenda Memorandum

File Number: 14-1694

Agenda Item Number: 28.

Agenda Date: 8/21/2014

In Control: City Council A Session

DEPARTMENT: SAFD

DEPARTMENT HEAD: Charles N. Hood

COUNCIL DISTRICT(S) IMPACTED: City Wide

SUBJECT:

Extension of Line of Duty Leave

SUMMARY:

This Ordinance would extend the line-of-duty (LOD) leave for Fire Engineer Margaret Flores. She was charged accrued leave from November 2, 2013 to January 19, 2014 for an on the job injury which occurred while on duty September 12, 2010. This ordinance will restore four hundred and eighty (480) hours, or twenty (20) shifts of accrued leave. Approval of this ordinance is only within the authority of City Council. The Local Government Code, Chapter 143.073, states that after the one-year initial period of leave, the municipality's governing body may extend the line of duty illness or injury leave at full or reduced pay. This will allow the Department to consider this period line of duty leave.

BACKGROUND:

Fire Engineer Margaret Flores injured her lower back while attempting to properly position a stretcher in the back of an ambulance while parked on an incline. She was diagnosed with left hip sprain/strain with labral tear and lumbar sprain/strain. Fire Engineer Flores initially underwent extensive physical therapy and sacroiliac injections. She ultimately had an arthroscopic labral repair of the left hip and a femoroplasty for impingement

on October 24, 2011. Fire Engineer Flores then participated in post-surgical rehab and physical therapy before returning to light duty. She then went back off work on April 17, 2013 for a re-aggravation of her hip injury. She was on Line of Duty leave from September 13, 2010 until December 11, 2011 and April 17, 2013 until November 1, 2013. She began using her own leave on November 2, 2013 to January 19, 2014. Fire Engineer Margaret Flores returned to full duty on January 20, 2014.

ISSUE:

Fire Engineer Margaret Flores, seeks an extension of Line of Duty leave from November 2, 2013 to January 19, 2014 for injuries suffered on September 12, 2010. This extension will restore 480 hours, or 20 shifts, of her accrued leave. Chapter 143 gives the City Council the authority to grant the extension of line-of-duty leave.

ALTERNATIVES:

Without approval by the City Council to grant the extension of line-of duty leave, Fire Engineer Flores would be required to utilize earned leave for an injury which occurred during the performance of her official duties with the City of San Antonio.

FISCAL IMPACT:

This extension would have no immediate fiscal impact; however, the value of four hundred and eighty (480) hours, based on current Collective Bargaining Agreement rates, would be \$17,635.20.

RECOMMENDATION:

Staff recommends approval of this Ordinance to extend the Line of Duty (LOD) for Fire Engineer Margaret Flores.