



City of San Antonio

Agenda Memorandum

File Number:17-6021

Agenda Item Number: 30.

Agenda Date: 11/30/2017

In Control: City Council A Session

DEPARTMENT: SAFD

DEPARTMENT HEAD: Charles N. Hood

COUNCIL DISTRICTS IMPACTED: City Wide

SUBJECT:

Extension of Line of Duty Leave

SUMMARY:

This Ordinance would extend the line-of-duty (LOD) leave for Fire Engineer Christopher Hudson. The employee was charged accrued leave from March 20th, 2016 until June 10, 2017 for a work-related injury which occurred while on duty March 4, 2015. This ordinance will restore two thousand six hundred eighty-eight (2,688) hours, or one hundred and twelve (112) shifts of personal 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 INFORMATION:

Fire Engineer Hudson was injured on March 4, 2015, while assisting his partner in loading a patient on a stretcher into an ambulance. The employee sustained a lower back injury and was diagnosed with lumbar strain, spondylolisthesis at L4-5, disc bulges and herniation's from L3 to, S1 with lumbar radiculopathy. Engineer Hudson underwent multiple surgical procedures and continues to receive physical therapy.

The employee was placed on Line of Duty leave from March 20, 2015 to March 19, 2016 and then began using his own leave from March 20, 2016 to June 10, 2017. The employee returned to work on a light duty status

June 11, 2017 and continues to work light duty.

ISSUE:

Fire Engineer Christopher Hudson seeks an extension of Line of Duty leave from March 20, 2016 until June 10, 2017, for a lumbar injury suffered on March 4, 2015. This extension will restore 2,688 hours, or 112 shifts, of his accrued leave and allow Mr. Hudson to continue on LOD leave for the remainder of his recovery time. 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 Hudson would be required to utilize earned personal leave for an injury which occurred during the performance of his official duties with the City of San Antonio. Additionally, Christopher Hudson will fall off of the City of San Antonio payroll as his accrued leave is exhausted

FISCAL IMPACT:

Fire Engineer Hudson might use his restored leave in the future, and receive payment for up to two thousand six hundred eighty-eight (2,688) hours, or one hundred and twelve (112) shifts of personal leave. This ordinance has an estimated potential fiscal impact of \$91,042.56 based on current Collective Bargaining Agreement rates.

RECOMMENDATION:

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