



City of San Antonio

Agenda Memorandum

File Number:20-1377

Agenda Item Number: 23.

Agenda Date: 2/13/2020

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 Mikel Jennings. He was charged accrued leave from July 29, 2017 until August 21, 2017, and August 7, 2018 until September 30, 2018 for an on the job injury which occurred while on duty July 26, 2016. This ordinance will restore nine hundred forty three point seventy five (943.75) hours, or thirty nine point three (39.3) 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 INFORMATION:

Fire Engineer Jennings was participating in physical training when he injured his lower back and left hip on July 26, 2016 while on duty. He was diagnosed with disc herniation at L3-4 and left hip strain. Mr. Jennings underwent surgery to include a laminectomy and a left hip arthroscopy labrum repair. He attended a work conditioning program for the back and hip before being returned to full duty as of January 11, 2019. On Line of Duty Leave from July 29, 2016 until July 28, 2017. He began using additional accrued leave on July 29, 2017 until August 21, 2017 and again on August 7, 2018 until September 30, 2018. Fire Engineer Jennings returned to duty on October 1, 2018.

ISSUE:

Fire Engineer Mikel Jennings seeks an extension of Line of Duty leave from July 29, 2017 until August 21, 2017, and August 7, 2018 until September 30, 2018 for an on the job injury suffered on July 26, 2016. This extension will restore 943.75 hours, or 39.3 shifts, of his 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 Jennings would be required to utilize earned sick leave for an injury which occurred during the performance of his official duties with the City of San Antonio

FISCAL IMPACT:

Fire Engineer Jennings might use his restored leave in the future, and receive payment for up to nine hundred forty three point seventy five (943.75) hours, or thirty nine point three (39.3) shifts of accrued leave. This ordinance has an estimated potential fiscal impact of \$31,172.06 based on current Collective Bargaining Agreement rates

RECOMMENDATION:

Staff recommends approval of this Ordinance to extend the Line of Duty (LOD) for Fire Engineer Mikel Jennings