



# City of Austin

## Recommendation for Action

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**File #:** 24-5730, **Agenda Item #:** 116.

9/12/2024

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### **Posting Language**

Approve a resolution authorizing the extension of line of duty injury leave of absence for Austin Fire Department Firefighter Dawn Hirsch through December 31, 2024.

### **Lead Department**

Austin Fire Department.

### **Fiscal Note**

There is no fiscal impact. This position's salary and benefits are included in the Fiscal Year 2024-2025 Austin Fire Department Operating Budget. Overtime costs for position backfill associated with this vacancy are covered in overtime budget projections.

### **For More Information:**

Rob Vires, Chief of Staff, Austin Fire Department (512) 974-0132.

### **Additional Backup Information:**

The Austin Fire Department (AFD) is requesting that Council approve an extension of Austin Firefighter Dawn Hirsch's line of duty injury leave to the end of calendar year 2024, at full pay, for an injury suffered in the line of duty.

Texas Local Government Code section 143.073 provides that a municipality shall provide to a firefighter or police officer a leave of absence for an illness or injury related to the person's line of duty. The leave must be at full pay for a period commensurate with the nature of the line of duty illness or injury. If necessitated by the illness or injury, the leave must continue for at least one year. At the end of the year, the municipality's governing body may extend the line of duty illness or injury leave at full or reduced pay. If the governing body chooses not to extend the leave, or if the person's salary is reduced below 60 percent of the regular monthly salary, the person may be entitled to retire on pension until able to return to full duty.

On August 14, 2021, Firefighter Hirsch suffered injuries while in the line of duty as a City Firefighter. She began a leave of absence, at full pay, on August 19, 2021. She continues to undergo treatment for her injuries. Firefighter Hirsch intends to return to full duty as soon as she is able. As a result of the extent of her injuries, Firefighter Hirsch used all the line of duty leave allocated for this injury on or about December 12, 2023. She needs additional time to reach her full recovery potential. AFD is requesting an extension of Firefighter Hirsch's line of duty injury leave through December 31, 2024, at full pay, to allow her time to complete her recovery. If Council approves this item, Firefighter Hirsch's line of duty injury leave will be extended, at full pay, until December 31, 2024.