



City of Austin

Recommendation for Action

File #: 25-1230, **Agenda Item #:** 97.

7/24/2025

Posting Language

Approve a resolution authorizing the extension of line of duty injury leave of absence for Austin Fire Department Firefighter Ian Miramon through January 10, 2026. Funding: There is no fiscal impact. This position's salary and benefits are included in the FY2024-2025 Austin Fire Department Operating Budget.

Lead Department

Austin Fire Department.

Fiscal Note

There is no fiscal impact. This position's salary and benefits are included in the FY2024-2025 Austin Fire Department Operating Budget. Overtime costs for position backfill associated with this vacancy are covered in overtime budget projections.

Prior Council Action:

May 30, 2024 - Council approved Resolution No. 20240530-086 extending Firefighter Ian Miramon's line of duty injury leave until June 17, 2025.

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 City Council approve an extension of Austin Firefighter Ian Miramon's line of duty injury leave through January 10, 2026, at full pay, for an injury he 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 June 17, 2023, Firefighter Miramon suffered severe, life-threatening injuries while in the line of duty as a City of Austin Firefighter. He began a leave of absence, at full pay, on June 17, 2023. He was hospitalized for several months and he continues to undergo treatment for his injuries. Firefighter Miramon has come a long way in his recovery since his injury and has worked extremely hard to rehabilitate. Council previously granted Firefighter Miramon a one-year extension of his injury leave. As a result of the extent of his injuries, Firefighter Miramon has exhausted all the line of duty leave allocated for the one-year extension. He needs additional time to reach his full recovery potential. AFD is requesting an extension of Firefighter Miramon's line of duty injury leave through January 10, 2026, at full pay, to allow him time to complete his recovery. If Council approves this item, Firefighter Miramon's line of duty injury leave will be extended, at full pay, until no later than

January 10, 2026. The line of duty leave will also be retroactive back to June 18, 2025.