



## APPENDIX L:

### FIRST RESPONDERS' ILLNESS OR INJURY LEAVE POLICY

#### I. Policy Statement:

This policy outlines the provisions for illness or injury leave for firefighters (permanent), police officers, and emergency medical services personnel who sustain injuries or illnesses related to their line of duty. The policy aims to ensure that these essential public safety personnel receive appropriate support, including paid leave, during their recovery.

#### II. Policy Provisions:

1. **Eligibility:**  
This policy applies to firefighters (including fire chiefs), police officers (including police chiefs), and emergency medical services personnel.
2. **Paid Leave for Line of Duty Illness or Injury:**  
A political subdivision, including a city, shall provide full paid leave of absence for a period commensurate with the nature of the line of duty illness or injury.
3. **Extension of Leave:**  
If necessary, the political subdivision shall continue the leave for at least one year, and the governing body may extend the leave of absence at full or reduced pay.
4. **Use of Accumulated Benefits:**  
If a firefighter, police officer, or emergency medical services personnel is temporarily disabled by a line of duty injury or illness after the leave of absence and any extensions have expired, they may use accumulated sick leave, vacation time, and other accrued benefits before being placed on temporary leave.
5. **Temporary Leave:**  
If the leave of absence and any extensions granted have expired, and additional leave is required due to a line of duty injury or illness, the personnel shall be placed on temporary leave.
6. **Light Duty Assignment:**  
Personnel who are able to do so may return to light duty while recovering from a temporary disability. The light-duty assignment, if medically necessary, may continue for at least one year.
7. **Reinstatement:**



After recovering from a temporary disability, the firefighter, police officer, or emergency medical services personnel shall be reinstated at the same rank and with the same seniority they had before going on temporary leave.

8. **Voluntary Work Assistance:**

Another firefighter, police officer, or emergency medical services personnel may voluntarily perform the work of the injured personnel until they return to duty.

9. **Offset of Workers' Compensation Benefits:**

Workers' compensation benefits shall be offset, to the extent applicable, by any amount for incapacity received as provided by the preceding provisions, meaning any benefits a first responder is entitled to under workers' compensation will be diminished by any benefits the first responder received under this bill.

10. **Collective Bargaining Agreements:**

Any collective bargaining, meet and confer, or other similar agreement that provides a benefit for an ill or injured employee must offer a benefit that complies with, at a minimum, the provisions of this policy.

### **III. Implementation:**

This policy shall be implemented and enforced by the appropriate authorities within the political subdivision.

### **IV. Review and Updates:**

This policy shall be subject to periodic review and updates as necessary to ensure its continued relevance and effectiveness.

### **V. Compliance:**

Failure to comply with this policy may result in disciplinary action, as determined by the governing body of the political subdivision.