

**TOWN OF PRESCOTT VALLEY
REQUEST FOR COUNCIL ACTION
Date: September 13, 2012**

SUBJECT: Revised Policy No. 2-13 Workers' Compensation Leave

SUBMITTING DEPARTMENT: Human Resources

PREPARED BY: Karen Reed, Human Resources Director

AGENDA LOCATION: Comments/Communications , Consent , Work/Study ,
New Business , Public Hearing , Second Reading

ATTACHMENTS: a) Resolution No. 1810, b) Amended Policy No. 2-13 "Workers' Compensation Leave"

SUMMARY/BACKGROUND: Town Policy No. 2-13 provides for workers' compensation benefits for Town employees. In the most recent session of the Arizona Legislature, HB 2643 adopted ARS §38-961 to require state and local governments to provide a supplemental benefits plan for full-time public safety workers, effective August 2, 2012. This means that those who are injured while on duty and receive approved workers' compensation benefits must receive "approximately their identical base salaries" while they are unable to work for up to six months. In the past, this result usually required employees to use available leave in addition to the workers' compensation benefits received.

After discussing this new requirement with Police Department command staff and the Human Resources Director, the Town Manager (as Personnel Officer) has proposed that it be expanded to include all Town employees. Therefore, this revision to Town Policy No. 2-13 is proposed to allow for supplemental benefits to all employees injured while on-duty, and to clear up certain matters generally related to administration of workers' compensation leave. Because this makes use of temporary modified duty ("light duty") even more important in order for the Town to obtain service for benefits paid, in the near future revisions to Policy No. 2-11 will be brought forward for Council consideration.

OPTIONS ANALYSIS: Council may adopt these policy revisions by Resolution No. 1810, suggest changes to the revisions prior to adoption, or decline to adopt these policy revisions.

ACTION OPTION: Motion to authorize the Mayor (or, in his absence, the Vice Mayor) to sign Resolution No. 1810 adopting revisions to Town Personnel Policy No. 2-13 "Workers' Compensation Leave" related to a required supplemental benefits plan, **OR** Motion not to approve Resolution No. 1810.
VOTE.

RECOMMENDATION: Staff recommends authorizing signature for Resolution No. 1810 to revise Policy No. 2-13.

FISCAL ANALYSIS: In addition to the supplemental pay costs involved with this plan, when police personnel who are members of the Public Safety Personnel Retirement System (PSPRS) are involved there will be added responsibility for employees' 9.55% PSPRS contributions while on SBP (in addition to the employer contribution of 17.89%). Based on past trends, this added responsibility is expected to be approximately \$5,000 annually. And, there would be other indirect costs for overtime and coverage for absent PD personnel.

REVIEWED BY:

Management Services Director _____

Town Clerk _____

Town Attorney _____

Town Manager _____

COUNCIL ACTION:

Approved Denied Tabled/Deferred Assigned to _____