

RESOLUTION NO. 19-06

A RESOLUTION OF THE DRAPER CITY COUNCIL ADOPTING SECTION 7080 – WORKERS’ COMPENSATION AS PART OF THE PERSONNEL POLICY MANUAL

WHEREAS, The City Council, from time to time, reviews and adopts policies and procedures to assist in the efficient utilization of scarce City resources and the fair and uniform application of requirements and benefits to City employees; and

WHEREAS, The City Council has reviewed the proposed adoption of Section 7080 – Workers’ Compensation as part of the Personnel Policy Manual, and has determined the need to add that section; and

WHEREAS, The City Council believes this addition to the Personnel Policy Manual is in the best interest of the employees of Draper City.

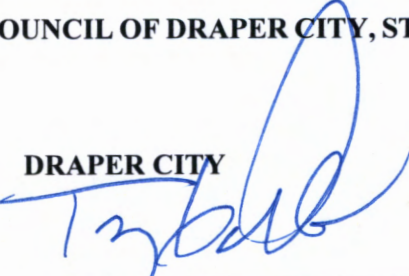
NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF DRAPER CITY, STATE OF UTAH, AS FOLLOWS:

Section 1. Adoption. The Draper City Council does hereby adopt Section 7080 to Personnel Policy Section as attached hereto as Exhibit “A”.

Section 2. Severability. If any section, part or provision of this Resolution is held invalid or unenforceable, such invalidity or unenforceability shall not affect any other portion of this Resolution, and all sections, parts and provisions of this Resolution shall be severable.


Section 3. Effective Date. This Resolution shall become effective immediately upon its passage.

PASSED AND ADOPTED BY THE CITY COUNCIL OF DRAPER CITY, STATE OF UTAH, THIS THE 22ND DAY OF JANUARY, 2019.

DRAPER CITY


Mayor Troy K. Walker

ATTEST:



Laura Oscarson, City Recorder



VOTE TAKEN:

YES

NO

Councilmember Green

Councilmember Lowery

Councilmember Summerhays

Councilmember Vawdrey

Councilmember Weeks

Mayor Walker

Exhibit "A"

Section 7080 – Workers' Compensation

Draper City is committed to helping employees who have sustained work-related injuries or illnesses and providing the workers' compensation benefits prescribed by law.

What you can expect from the city and its workers' compensation insurance carrier:

- All eligible medical care for your work injury or illness will be paid by the city's workers' compensation insurance. This includes reimbursing you for eligible out-of-pocket medical expenses.
- Workers' compensation provides a lost wage benefit if you sustain a work-related injury and are released from work for more than three days by the medical provider treating your injury. The lost wage benefit equals 2/3 of your pre-injury base wages, up to a weekly max. If you are a full time employee, you are eligible to use available sick leave, vacation leave, and/or compensatory time to supplement workers' compensation lost wage benefits for time missed, up to your net take-home salary. Workers' compensation does not cover the first three days you are released from work unless your injury or illness extends beyond fourteen calendar days.
- Employees receiving workers' compensation benefits for lost work time will also be placed on FMLA leave. The Finance Department will calculate the exact hours needed to make the paycheck whole and instruct the employee how to complete the time sheet. For the time covered by workers' compensation, the timecard should be marked as FMLA UNPAID, and for the leave used to make up the difference the timecard should be marked as FMLA SICK, FMLA VACATION or FMLA COMP.

Employee Responsibilities:

- All work related injuries must be reported immediately to your supervisor and together you must promptly complete a report of injury form. This form must be submitted to the Human Resources Office with two (2) business days of the injury unless your injury prevents you from doing so.
- If you require medical attention, see one of the city's workers' compensation medical providers immediately for treatment of your work injury (Concentra, Draper IHC Instacare, FirstMed). If you elect to go to another doctor for the first visit, select another doctor *after* your first visit to the city's workers' compensation medical providers. Should you select another doctor, the city reserves the right to send you to one of the city's medical providers for periodic evaluations.
- The city will rely upon the city's workers' compensation medical providers or city medical clinics for light duty, return to work, and length of time-off-work decisions.
- If the injury does not happen during normal business hours, go to Lone Peak emergency room. Use this facility only for serious injuries requiring immediate care. Another emergency facility may be used, if necessary.
- Submit all medical bills to the Human Resources Department within three (3) days of receipt.
- Comply with all doctor's instructions.
- Return to work when approved by the doctor(s) including accepting any light duty assignments made by the city.
- Provide all information requested. Do not falsify any work injury report and report only injuries that occur on the job. (Falsifying workers' compensation claims will merit discipline up to and including termination and may result in criminal and/or civil action by the insurance company.)

If you have questions or concerns, please contact the Human Resources Department.