



BRECKENRIDGE CITY COMMISSION AGENDA SUMMARY FORM

Subject: Discussion and any necessary action regarding approval of updates to Section 9.04 Workers Compensation of the Personnel Policy.

Department: Administration

Staff Contact: Cynthia Northrop

Title: City Manager

BACKGROUND INFORMATION:

As the staff continues to review policies and procedures, we are recommending updates to our Workers Compensation Policy and adding a Line of Duty Injury policy to be in compliance with state statutes and generally accepted standard procedures. The most notable change is that current policy commits the city to pay 100 percent of the employee's current pay vs. 70 percent. While some cities do pay 100 percent, most cities reduce their exposure and pay 70 percent. Additionally, most limit injury leave to 12 weeks vs. our current policy that provides up to 24 weeks. With limited resources, financial and human capital, this can present a hardship to the city's daily operations, so staff are proposing changing from 24 weeks to 12 weeks.

Please note this policy is not retroactive and will be effective going forward from the date of approval, if approved.

FINANCIAL IMPACT:

NA

STAFF RECOMMENDATION:

Staff recommends approval of updates to Section 9.04 Workers Compensation of the Personnel Policy as presented.