



REQUEST FOR COUNCIL ACTION

Title: Extending Workers' Compensation Coverage to Certain Volunteer Positions

Preferred Agenda: July 14, 2022

Submitted By: Brandon Neish, Finance Director

Reviewed By: Christy S. Wurster, City Manager Pro Tem

Type of Action: Resolution X Motion ___ Roll Call ___ Other ___

Relevant Code/Policy: Risk Management

Towards Council Goal: WE ASPIRE to have an effective and efficient local government.

Attachments: Resolution No. 28 for 2022
FY2023 SAIF Policy Renewal

Purpose of this RCA:

To review Resolution No. 28 for 2022 extending the City of Sweet Home's workers' compensation coverage to certain volunteer positions.

Background/Context:

The City of Sweet Home currently offers workers' compensation coverage to employees per Oregon law. Previously, the City has also extended coverage to volunteers at the Police Department and those who work as part of the Beautification Committee working around the city working on various beautification efforts. A consultation with SAIF, the City's workers' compensation coverage carrier has determined that the City should have an authorizing resolution on file and update it periodically as needed in case it is requested. Staff was unable to locate any prior authorization/resolution so presents one here for consideration and for the official record.

The Challenge/Problem:

Should the City extend workers' compensation coverage to its unpaid volunteers for work performed to the benefit of the City?

Stakeholders:

- City of Sweet Home Volunteers – Volunteers are contributing their time and efforts to making Sweet Home a better place. The extension of coverage ensures that they are protected while working should they become injured while performing city functions.
- City of Sweet Home Staff – Staff appreciates the efforts of the volunteers and wishes to keep them covered under the City's plan should it be necessary.

- Sweet Home City Council – The City Council has appreciated the contributions that volunteers provide to the City and the benefit they provide to town. The City Council must decide whether to provide this coverage to volunteers.

Issues and Financial Impacts:

The City has been providing this coverage to volunteers in previous years. There is no additional financial impact to the City beyond its existing impact which is anticipated to be less than \$100 in premium costs for the 2023 fiscal year.

Elements of a Stable Solution:

A decision on whether to extend coverage to volunteers would provide a stable solution.

Options:

1. Do Nothing – Resolution No. 28 for 2022 would not take effect and workers' compensation would not cover volunteers. Issues arising from injuries incurred while volunteering for the City would be handled on a case-by-case basis.
2. Move to approve Resolution No. 28 for 2022. – Workers' compensation coverage would continue to be extended to volunteers as has been past practice for many years.
3. Recommend changes to the coverage groups. The City Council could choose to cover only specific groups of volunteers and request amendments to the resolution.

Recommendation:

Staff recommends option 2, move to approve Resolution No. 28 for 2022. This protects the City should something occur while volunteers are working on behalf of the City and sends a message of support to those seeking to make their city better through volunteerism.