

**Carson City
Agenda Report**

Date Submitted: June 11, 2013

Agenda Date Requested: June 20, 2013

Time Requested: 5 minutes

To: Mayor and Supervisors

From: Nick Providenti, Director of Finance

Subject Title: For Possible Action: Action to establish a Vocational Rehab Division in the Worker's Compensation Internal Service Fund.

Staff Summary: Staff is requesting the Board allow us to establish a Vocational Rehab Division in the Worker's Compensation Internal Service Fund to allow departments to transfer workers that have become injured at work and will never be granted a "release to duty" certificate from a physician. Establishing this division will allow the City to manage injured employee's progress in providing formal training or education for the injured employee in another vocation as provided for in NRS 616C.530.

Type of Action Requested: (check one)
☐ Resolution ☐ Ordinance
☒ Formal Action/Motion ☐ Other (Specify)

Does This Action Require A Business Impact Statement: ☐ Yes ☒ No

Recommended Board Action: I move to establish a Vocational Rehab Division in the Worker's Compensation Internal Service Fund.

Explanation for Recommended Board Action: NRS 616C.530 provides for returning injured employees back to work. If it is determined that the injured employee will never be able to go back to their current job, the City is required to provide formal training or education for the injured employee in another vocation. After providing this training, the employee will no longer be a city employee and will be removed from the City's FTE listing. We feel that it would be easier to administer and monitor injured employees if a separate division was established in the Worker's Compensation Fund.

Applicable Statue, Code, Policy, Rule or Regulation: NRS 616C.530

Fiscal Impact: There will be no fiscal impact with the creation of the Division. If there is to be a transfer of an FTE to the division, staff will bring the specific transfer to the Board with the specific budget impacts for review and for approval or denial.

Explanation of Impact: This amount of the impact will fluctuate depending on the number of employee's transferred to the Vocational Rehab Division. This could add FTE's to the City's listing depending on the situation although these employees will be temporary and will only be counted while they are on Vocational Rehab. They will be removed from the FTE listing once they are trained in their other vocation and leave the City's employment. This will also allow the departments where the injured worker originally worked to hire their replacement while the City is either contractually obligated or statutorily obligated to pay the injured worker while they train them in another vocation.

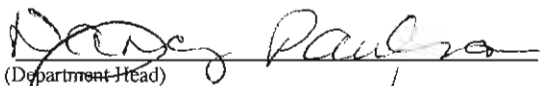
Generally, the Worker's Compensation Fund is required to pay 2/3 of the worker's salary while they are injured, depending on statute or their collective bargaining agreement. If this division is established, this will allow the Worker's Compensation Fund to pay the additional 1/3 of the salary, rather than the division/fund where the injured worker is based.

Funding Source: Worker's Compensation Fund

Alternatives: Do not establish the Vocational Rehab division and require the department where the injured worker resides to pay the worker (the 1/3 of salary and all benefits), rather than the Worker's Compensation Fund. This will also delay hiring the replacement worker while the injured worker is being trained.

Supporting Material: N/A

Prepared By: Nick Providenti

Reviewed By:  Date: 6/11/13
(Department Head)
 Date: 6/11/13
(City Manager)
 Date: 6/11/13
(District Attorney)
 Date: 6/11/13
(Finance Director)

Board Action Taken:

Motion: _____ 1) _____ Aye/Nay
2) _____

(Vote Recorded By)