

**Carson City
Agenda Report**

Date Submitted: Sept. 24, 2013

Agenda Date Requested: October 3, 2013

Time Requested: consent

To: Mayor and Supervisors

From: Nick Providenti, Director of Finance

Subject Title: For Possible Action: Action to transfer a Sheriff's Office employee from the Sheriff's Office Operations Division to the Vocational Rehab Division in the Worker's Compensation Internal Service Fund effective October 4, 2013 and allow the Sheriff's Office to hire a replacement for the injured worker.

Staff Summary: The Board established the Vocational Rehab Division in the Worker's Compensation Internal Service Fund at their June 20, 2013 Board Meeting 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 allowing the department 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.

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 transfer a Sheriff's Office employee from the Sheriff's Office Operations Division to the Vocational Rehab Division in the Worker's Compensation Internal Service Fund effective October 4, 2013 and allow the Sheriff's Office to hire a replacement for the injured worker.

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.

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

Fiscal Impact: The total estimated remaining salary and benefits of the employee being transferred for FY 2014 is approximately \$74,900. We anticipate the employee will be trained and off the City's books in 9 - 15 months. We will budget the employee for FY 2015 for the partial year, depending on how long it will take for rehabilitation.

Explanation of Impact: This will add 1 FTE to the City's listing although this employee 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 Sheriff's Office 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.

Funding Source: Worker's Compensation Fund

Alternatives: Do not transfer the employee to the Vocational Rehab Division and delay hiring the replacement worker while the injured worker is being trained.

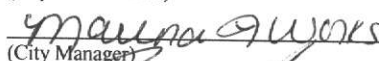
Supporting Material: N/A

Prepared By: Nick Providenti

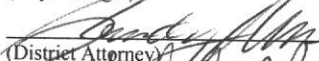
Reviewed By:



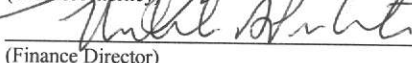
(Department Head)



(City Manager)



(District Attorney)



(Finance Director)

Date: 9/24/13

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Board Action Taken:

Motion: _____

1) _____

2) _____

Aye/Nay

(Vote Recorded By)