

RESOLUTION NO. 14-26

A RESOLUTION ADDING TO THE CODE OF MUNICIPAL POLICIES,
CITY OF ANDOVER, CHAPTER 2, PERSONNEL, ARTICLE 2 -6
PERSONNEL HANDBOOK, SECTION LEAVES OF ABSENCE.

NOW, THEREFORE, be it resolved by the Governing Body of the City of Andover, Kansas as follows:

SECTION 1. Article 2 -6 Leaves of Absence in the Personnel Handbook of Chapter 2 of the Code of Municipal Policies is amended with the following addition:

City Of Andover

Municipal Policy Statement

Subject	Policy Number	Effective Date	Page
Personnel Handbook	2 - 6	10/15/14	1 of 2

Leaves of Absence

Return to Work Policy

Workers Comp claims costs continue to rise and are a major expense to our city. There are several methods of controlling claims costs, but one of the most effective methods is returning employees to work as soon as possible.

The responsibility of the physician is to determine what, if any, restrictions apply to employees who are injured. It is NOT the physician's responsibility to determine whether or not an injured employee is able to work.

It is the policy of the City of Andover to aggressively return employees to work, within the restrictions provided by the physician. Department heads, managers, and/or supervisors will be responsible for finding productive work for each injured employee. Assistance for this effort is available through our work comp carrier, KMIT, and its contracted representatives, Insurance Management Associates (IMA).

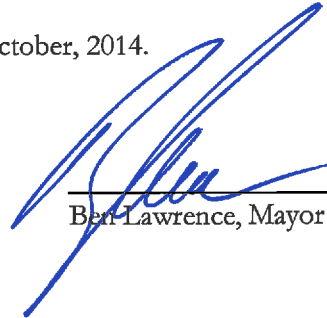
Temporary restricted duty work reassignment need not be confined to the current department in which the employee is ordinarily employed. Pay grade for injured employees will be based upon temporary work assignments.

Returning injured employees to work as soon as possible benefits both the employee and the City of Andover, therefore, this policy will be enforced. Any questions concerning this policy should be addressed to the Assistant City Administrator.

The City of Andover has identified and created alternative or modified work-duty tasks, and matching a worker's impaired physical capability from an injury to these tasks can control accidents costs, improve employee morale and productivity, and enhance our "bottom line."

SECTION 2. Effective Date: This Resolution shall become effective on October 15th, 2014.

This Resolution adopted and approved this 14th day of October, 2014.



Ben Lawrence, Mayor

ATTEST:



Susan Renner, City Clerk