

**A RESOLUTION ADDING TO THE PERSONNEL POLICIES, CITY OF ROSE HILL, ARTICLE N, CHAPTER 4
PERSONNEL HANDBOOK, SECTION OTHER EMPLOYEE BENEFITS**

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

Section 1. Article N-4 Return to Work in the Personnel Handbook is amended with the following addition:

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.

It is the responsibility of the physician to determine what, if any, restrictions apply to employees who are injured, as well as the capacity (light duty/full duty) in which the employee may return to work.

It is the policy of the City of Rose Hill to aggressively return employees to work, within the restrictions provided by the physician. Department heads 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).

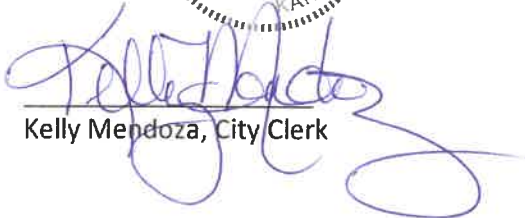
Returning injured employees to work as soon as possible benefits both the employee and the City of Rose Hill, therefore, this policy will be enforced. Any questions concerning this policy should be addressed to the City Clerk.

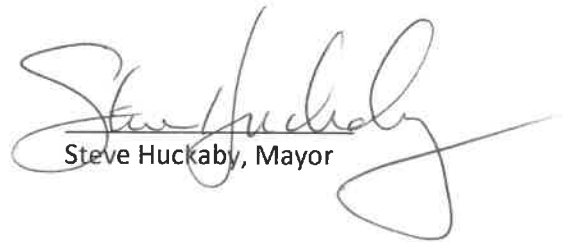
The City of Rose Hill has identified and created alternative or modified work-duty tasks, and matching a worker's impaired physical capability from an injury to these tasks can control accidents costs, improve employee morale and productivity, and enhance our "bottom line".

SECTION 2. Effective Date: This Resolution shall become effective on 8/19/19.

ATTEST:




Kelly Mendoza, City Clerk


Steve Huckaby, Mayor