



*City of Arts & Innovation*

# Human Resources Board

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**TO: HUMAN RESOURCES BOARD**                      **DATE: FEBRUARY 4, 2019**

**FROM: HUMAN RESOURCES DEPARTMENT**

**SUBJECT: REVISIONS TO THE INDUSTRIAL INJURY COMPENSATION AND RETURN TO WORK POLICY (VI-01), TEMPORARY MODIFIED DUTY PROGRAM FOR WORK RELATED INJURIES POLICY (VI-02), AND PUBLIC SAFETY (FIRE AND POLICE) INDUSTRIAL DISABILITY RETIREMENT POLICY (VI-03)**

## **ISSUE:**

Approve revisions to the Industrial Injury Compensation and Return to Work Policy (VI-01), Temporary Modified Duty Program for Work Related Injuries Policy (VI-02), and Public Safety (Fire and Police) Industrial Disability Retirement Policy (VI-03).

## **RECOMMENDATION:**

That the Human Resources Board approve revisions to the Industrial Injury Compensation and Return to Work Policy (VI-01), Temporary Modified Duty Program for Work Related Injuries Policy (VI-02), and Public Safety (Fire and Police) Industrial Disability Retirement Policy (VI-03).

## **BACKGROUND:**

The Industrial Injury Compensation and Return to Work Policy (VI-01) and the Modified Duty Program for Work Related Injuries (VI-02) was last revised in November 2012. The Public Safety (Fire and Police) Industrial Disability Retirement Policy (VI-03) was last revised in December 2014. As part of HR's practice of regularly updating policies and procedures, these policies were reviewed for content and form.

## **DISCUSSION**

Staff reviewed the Industrial Injury Compensation and Return to Work Policy (VI-01), Temporary Modified Duty Program for Work Related Injuries Policy (VI-02), and Public Safety (Fire and Police) Industrial Disability Retirement Policy (VI-03) and found that no substantial changes to the policies were required. Changes within all three policies are administrative corrections. At this time, staff recommends revising the policies as to form in order to be consistent with all updated HR policies and procedures. No substantive changes to content are recommended.

**FISCAL IMPACT:**

There is no fiscal impact associated with this report.

Prepared by: Stephanie Holloman, Human Resources Director  
Approved by: Rafael Guzman, Assistant City Manager

**Attachments:**

1. Industrial Injury Compensation and Return to Work Policy (VI-01)
2. Temporary Modified Duty Program for Work Related Injuries Policy (VI-02)
3. Public Safety (Fire and Police) Industrial Disability Retirement Policy (VI-03)