

AGENDA



Recommendation for Council Action

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| Austin City Council | Item ID | 30479 | Agenda Number | 14. |
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| Meeting Date: | 2/13/2014 | Department: | Human Resources |
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Subject

Approve a resolution amending the Personnel Policies, Chapter A, Section III.B.1. (9) a and b, to enhance the amount of Serious Injury Supplement benefits provided to non-sworn employees that are injured on the job.

Amount and Source of Funding

The estimated annual cost, \$6,248, is available in the regular wages of the 2013-14 operating budgets of various departments that have employees participating in SIS.

Fiscal Note

No fiscal note required.

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| Purchasing Language: | |
| Prior Council Action: | Council Resolution effective 5-1-1998 amending the Personnel Policies and adopting the Serious Injury Supplement benefit. |
| For More Information: | Mark Washington, Director, Human Resources/512-974-3202 Leslie Milvo, Risk Manager/512-974-3245 |
| Boards and Commission Action: | |
| MBE / WBE: | |
| Related Items: | |

Additional Backup Information

The current Serious Injury Supplement (SIS) benefit is designed to supplement the income of non-sworn employees who are injured on the job and unable to return to work in any capacity for a period of 16 continuous weeks. This amendment enhances the current SIS benefit by reducing the amount of time before qualifying for the benefit from 16 continuous weeks to nine continuous weeks. Sworn employees are not included within the scope of employees to receive this benefit as they are provided with Line of Duty Leave under Section 143.073 of the Texas Local Government Code.

Non-sworn employees who are injured on the job have access to wage replacement income through State mandated Workers' Compensation benefits which provide temporary income up to 70% of lost wages. In addition, the City provides Wage Continuation benefits designed to supplement workers compensation in an amount not to exceed 80 hours to eligible employees. After Wage Continuation benefits have been exhausted, the City currently provides SIS benefits to employees with 16 continuous weeks of lost time with eight hours of pay per week in addition to Workers' Compensation temporary income benefits for up to a maximum of one year from the date of the injury.

The enhancement to the City's SIS will allow benefits to be made available after a non-sworn employee has experienced nine weeks of continuous lost time due to an on the job injury as stipulated by a physician. The employee will be provided with the equivalent of eight hours of pay per week in addition to Workers' Compensation benefits. This benefit would also coordinate with employee-purchased Long Term Disability.

Specific proposed Personnel Policy changes are attached in the resolution amending Chapter A., Section III.B.1. (9) a. and b.