

(First Published in the Columbus Daily Advocate 9th day of September, 2008)

ORDINANCE NO. 1248

AN ORDINANCE BY THE CITY COUNCIL OF THE CITY OF COLUMBUS, KANSAS, AMENDING ORDINANCE NO. 1205 AND THE PERSONNEL REGULATIONS FOR THE EMPLOYEES OF THE CITY OF COLUMBUS, KANSAS, ARTICLE IX, SECTION 22, REGARDING LIGHT DUTY AFTER WORK-RELATED INJURY OR ILLNESS.

WHEREAS, prior to returning to work after work-related injuries or illnesses that limit full job performance, according to the employees' applicable job descriptions, City employees have generally been required to obtain full releases from their physicians.

WHEREAS, the City Administrator and the Department heads shall have discretion, on a case-by-case basis to determine when circumstances would reasonably justify light work or duty assignments to employees before their physicians have issued full releases after work-related injuries or illnesses.

WHEREAS, Ordinance No. 1205, and Article IX Section 22 shall be amended to modify the City's light duty policy.

BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF COLUMBUS, KANSAS.

Section 1: The "Personnel Regulations For The City Of Columbus, Kansas" Article IX, shall be amended to establish:

Section IX-22 Light Duty After Injury or Illness

Generally, the City's departments and operations do not accommodate light duty for employees who are recuperating from work-related injuries or illnesses that prevent full job performance, as required by the employees' applicable job descriptions. Employees shall obtain full releases from their physicians prior to returning to work

In certain circumstances, and in the discretion of the City Administrator and the head(s) of the affected Department(s), employees who have work-related injuries or illnesses may be assigned light work or duty before obtaining full releases from their physicians. A light duty assignment may be made to any Department where physical limitations can be accommodated, and the employee can contribute or provide service to the operation of City business.

All work-related medical issues that involve workers' compensation shall remain subject to State and Federal rules and regulations. The City's workers' compensation insurance carrier shall be directly involved and consulted at every stage of an employee's workers' compensation

claim process.

Section 2: REPEAL. All ordinances, resolutions or policies or parts thereof in conflict herewith are hereby expressly repealed insofar as they conflict herewith.

Section 3: This ordinance shall take effect and be in force from and after passage and publication in the official city newspaper.

PASSED and APPROVED by the Columbus City Council this 2nd day of September, 2008.


HARLEY MCDANIEL, MAYOR

ATTEST:


JANICE BLANCETT, CITY CLERK

