

MEMORANDUM

DATE: May 23, 2000

TO: The Board of Supervisors

FROM: Carol M. Luckam, Human Resource Manager

SUBJECT: Revision to Section 5.7, Workers' Compensation, of James City County Personnel Policies and Procedures Manual

Attached is a resolution to revise Section 5.7, Workers' Compensation, of the Personnel Policies and Procedures Manual. The change is designed to minimize the salary loss employees suffer as the result of missing work due to a work-related injury.

Under the current policy, an insured worker is paid only by workers' compensation, which can be up to 19 percent less than the employee's regular net pay. Under the proposed policy, the County will provide a salary supplement for a maximum of six months to help offset the difference between the lost wage payment provided by workers' compensation insurance and the employee's normal net pay, after taxes. This will help our employees who are hurt in the line of duty from losing pay and benefits. No financial gain is realized by the employee.

This supplement will not require any additional funding because the employee's salary is stopped when he/she receives workers' compensation wage payments, resulting in salary savings. The proposed salary supplement will reduce these savings minimally. If the salary supplement had been applied to FY 1999 workers' compensation claims, the salary savings would have been reduced from \$58,328 to \$48,970.

I recommend adoption of the attached resolution.

Carol M. Luckam

CONCUR:

Sanford B. Wanner

CML/alc
chworkcomp.mem

Attachment