

Administrative Resolution

County Employee's Workers Compensation - Return to Work Program

Whereas, Dorchester County funds workers compensation insurance for its employees from tax dollars and the costs of this benefit is increasing significantly; and

Whereas, injuries in the workplace lead to lost time, preventable costs; disability and premature retirement of valuable employees; and if causes are not resolved, are likely to result in injuries and/or illnesses of other employees; and

Whereas, it is in everyone's best interest to return employees to work at a time and in a capacity consistent with their medical conditions and in accordance with their medical treatment plan;

Therefore, be it resolved that Dorchester County adopts a County-wide Return-to Work (RTW) program to return eligible employees to the County workforce at the earliest medically allowable date and in accordance with their medical treatment plan. This will allow for enhancement of the recovery process of employees experiencing an illness/injury, while maintaining and maximizing productivity and controlling related expenditures. This will be through a partnership to include the employee, medical providers and County government working toward the common goal of expediting the employee's return.

Employees that are medically able to return to work will be evaluated to determine what tasks they can perform and will be assigned temporarily to any County department that can accomodate within County departments to complete those tasks. Employees may return full or partial duty, as medically approved. Human Resources in coordination with Department Heads and other County management will make recommendations to the County Manager for approval of assignments for returning employees. Employees that are assigned outside their normal position and department will return to that position upon medical release to full duty. As this program develops additional guidelines and procedures may be provided by the County Manager and Human Resources.

THIS RESOLUTION IS HEREBY PASSED AND ADOPTED 17th DAY OF May, 2011 TO BE EFFECTIVE IMMEDIATELY.

ATTEST:

Jade Baynard  
Jade Baynard, County Manager

DORCHESTER COUNTY COUNCIL

Jay L. Newcomb  
Jay L. Newcomb, President

William V. Nichols  
William V. Nichols, Vice-President

Ricky Travers  
Ricky Travers

Rick Price  
Rick Price

Thomas Bradshaw  
Thomas Bradshaw

FILED

2011 MAY 18 AM 9:55

CIRCUIT COURT  
DORCHESTER COUNTY