

RESOLUTION NO. 2012-81

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF WILLCOX, ARIZONA, FOR THE PURPOSE OF APPROVING AND ADOPTING SECTION 317, ENTITLED “SUPPLEMENTAL BENEFITS FOR INJURED PUBLIC SAFETY EMPLOYEES”, AS AN ADDITION TO THE “CITY OF WILLCOX EMPLOYEE HANDBOOK”; ESTABLISHING THE EFFECTIVE DATE; AUTHORIZING THE MAYOR TO EXECUTE THIS RESOLUTION AND DECLARING AN EMERGENCY.

WHEREAS, the City of Willcox, is authorized and empowered pursuant to Title 9, A.R.S. §§ 9-101 and 9-499.01 et seq., with all the powers of an incorporated city and all other provisions of law relating to cities and towns, which includes the regulation of City employees; and,

WHEREAS, the current “City of Willcox Employee Handbook” was officially approved and adopted pursuant to Resolution 2007-10 on May 23, 2007, incorporating personnel policies setting forth the principles and procedures which will be followed by the City of Willcox in the administration of its personnel system; and,

WHEREAS, the Mayor and City Council approve and adopt revisions to the Employee Handbook pursuant to Resolutions and have done so since its adoption through Resolution; and,

WHEREAS, the Mayor and City Council have determined that approving and adopting Section 317, entitled “Supplimental Benefits for Injured Public Safety Employees” to conform with A.R.S. §38-961, requiring all political subdivisions that employ public safety employees on a full-time basis to establish a supplemental benefits plan for those public safety employees with an effective date of August 2, 2012; and,

WHEREAS, the intent of A.R.S. §38-961 is to make sure injured public safety employees are “made whole” with regard to salary during a period of time they are off work due to an on the job injury, as workers’ compensation benefits provide limited wage replacement benefits, with the primary beneficiaries under A.R.S. §38-961 being injured employees making more than the maximum average monthly wage upon which benefits are calculated under workers’ compensation laws; and,

WHEREAS, the Mayor and City Council have determined this adoption is in the best interest of the City, its employees and the citizens of this City, and they desire to have this Resolution presented at its March 5, 2012 Council Meeting; and,

WHEREAS, it is necessary for the perservation of the peace, health and safety of the City of Willcox, Arizona, that an emergency be declaired to exist, and this Resolution be effective immediately upon its passage and adoption.