City of Minden
P.O. Box 239, 325 N. Colorado
Minden, Nebraska 68959

phone 308.832.1820
fax 308.832.1949
www.MindenNebraska.org

The Christmas City
Minden NEBRASKA

RESOLUTION NO. 1792

Whereas, the City of Minden recognizes the importance of offering benefits to employees; and,

Whereas, the City Council of the City of Minden is desirous of making certain changes to section 9 Leave Section;

Now Therefore Be It Resolved, by the City Council of the City of Minden, Kearney County, Nebraska, that Section 9.03 Workers' Compensation of the City of Minden Personnel Manual be amended to read as follow, to wit:

Section 9.03 Workers' Compensation

The Workers' Compensation rules included in Chapter 48, Article 1, §48-101 of the Revised Statutes of Nebraska State:

> " When personal injury is caused to an employee by accident or occupational disease, arising out of and in the course of his or her employment, such employee shall receive compensation therefor from his or her employer if the employee was not willfully negligent at the time of receiving such injury."

Therefore, all employees of the City of Minden are covered by Workers' Compensation Insurance. This includes full-time, part-time, and seasonal employees. Workers' Compensation Insurance coverage includes medical and hospital services, prosthetic devices, total and partial disability, injury to specific members, and injuries causing death.

Per Chapter 48, Article 1, §48-119 of the Revised Statutes of Nebraska State:

> "No compensation shall be allowed for the first seven (7) calendar days of disability, except as provided in section 48-120, but if disability extends beyond the period of seven calendar days, compensation shall begin on the eighth (8) calendar day of disability, except that if such disability continues for six (6) weeks or longer, compensation shall be computed from the date disability began. For purposes of this section, a partial day of disability shall be deemed a calendar day of disability."

Employees may return to restricted duty following a work-related injury if the City is provided a release from a physician and the City has a light-duty position available for which the employee is qualified. Leave under this provision may not exceed 90 days for any one injury.

Anyone injured on the job must report it immediately to his Department Head and complete any necessary reports. The Department head will then forward all pertinent information to the City Administrator, so that the proper report is filed within five (5) days after the injury.

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Dated this 18th day of March, 2024.

/s/ Larry Evans
Larry Evans, Mayor

ATTEST:

/s/ Abbey Jordan
Abbey Jordan, City Clerk