COGF
Angela

Return to Work (RTW) Program Overview

Purpose

A strong Return to Work (RTW) program protects both our employees and our organizational resources. It ensures injured employees receive support while helping departments manage costs and maintain operational readiness.

What Employees Deserve

- Clear guidance after an injury
- Consistent, timely communication
- Reassurance that they remain valued
- A path back to full productivity with reduced stress

Organizational Benefits

A streamlined RTW process ensures:

- Supervisors understand their responsibilities
- Employees know what to expect
- The City avoids delays, confusion, and administrative inefficiencies
- The process is applied consistently department-wide

Employee Financial Stability

Returning employees to light or modified duty at full wages—rather than reduced benefits—helps maintain household stability during recovery.

Financial Benefits for Departments

- Lower long-term workers' compensation costs
- Reduced medical expenses
- Stable premium levels
- Department-retained savings that support equipment, staffing, training, and daily operations

Community Impact

Financially strong departments deliver:

- Better services
- Faster response times
- Improved outcomes for residents

Core Principles of a Strong RTW Program

- Care for employees
- Clear expectations
- Consistent communication
- Strong relationships and collaboration

Guiding Principle.

Build a program that supports employees, reduces costs, and strengthens both departments and the community.