

San Diego and Imperial County Schools Risk Management JPA

Consultant Panel

Return to Work, Reasonable Accommodation Interactive Process, Coordinate Fitness for Duty

Judy Lemm Consulting

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Judy Lemm Consulting Associates:
Barbara Tourtellott, OTR/L, CVE, CEA
Michelle Clarence, OT, OTR/L, CLCP

Judy Lemm is a Registered Nurse and Certified Occupational Health Nurse Specialist with 28 years of expertise in coordinating Disability Management, Workers' Compensation, and Human Resource programs. She is an expert in facilitating interactive process accommodation meetings with employers having facilitated over 2,000 meetings. Ms. Lemm is also an expert witness for accommodation issues in Superior Court. She develops, trouble shoots and enhances effective, comprehensive return to work, stay at work programs. She has drafted hundreds of "user friendly" job analyses which include both physical and mental/cognitive essential functions for public sector and private employers. Ms. Lemm has assisted many school districts with coordination of Fitness for Duty evaluations.

Barbara Tourtellott, OTR/L, CVE, CEA

Ms. Tourtellott is registered by the National Board of Occupational Therapy and Licensed by the State of California as an Occupational Therapist. She also is a Certified Vocational Evaluation Specialist and Associate Certificiant with the Board of Certification in Professional Ergonomics. She specializes in training employers on ergonomics, job accommodation and functional capacity for work. Ms. Tourtellott also has done expert witness work related to functional capacity testing, ergonomics, physical rehabilitation and reasonable accommodation.

Michelle Clarence, OT, OTR/L, CLCP

Michelle is an Occupational Therapist with 22 years of experience in rehabilitation, rehabilitation management and expert witness work. Her professional skills include Job Accommodation, Ergonomic Evaluation and Intervention, Job Analysis, Disability Management, Life Care Planning, and Clinical Brain Injury Case Management. She has experience working in both public and private sectors, community and hospital settings, industry and disability insurance arenas. She is an excellent communicator with proven skills in problem resolution and developing intervention plans.

NOTE: Consulting fees can be billed directly to the workers' compensation file when done for a worker with a work-related injury with permanent work restrictions or permanent disability. It is paid for directly by the district when done for a non-work-related injury.