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Worker's Compensation

- Department of Human Resources
 - Self insured
- Sheriff's Department MLU
 - Serve as a liaison

- Benefits
 - Concentra/Kaiser on the job
 - Akeso just added 1/1/2024
 - Predesignating Form
 - Medical Treatment
 - Mileage Reimbursement
 - Compensation for Loss Time
 - 4850 (sworn)
 - Permanent Disability
 - Death Benefits




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Work Status Reports

- **Full Duty (FD)**
 - Employee can perform all job duties
- **Temporary Limited Duty (LD)**
 - Work Restrictions
 - Reasonable Accommodation
 - Release Time for Doctor's Appointments
 - Kronos Timekeeping - Reason Code 903
- **Temporary Totally Disabled (TTD)**
 - Injury Leave - Non-Sworn/4850-Sworn
 - Use employee balances
- **Permanent & Stationary (P&S)**
 - Permanent restrictions; use up remaining 4850



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Supervisor's Role

- Complete WC forms
 - Supervisor's Accident Investigation Report – RM3
 - Report of Occupational Injury – MLU4
 - Workers' Compensation Claim Form – DWC1 within 24hrs
- Notify MLU/Submit forms

URL: <http://sdsd.so/MLUSelfService>



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Supervisor's Ongoing Role

- Keep open communication with Employee
- Get updated doctor's note & forward to MLU
- Determine reasonable accommodations

***All full duty doctor's note must be approved by MLU

URL: <http://sdsd.so/MLUSelfService>




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Sheriff's P&P

- **3.16 Occupational Injuries, Illness, or Death**
 - Treatment, DWC1 within 24 hrs, notify MLU, complete forms, medical notes, pre-designation.
 - Work Status Report every 45 days or sooner
- **3.34 Temporary Limited Duty Program for Injured or Ill Employees**
 - No permanent positions
 - 6-month limit
 - Accommodations, TAD, TTD, Peace officer powers and property.



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Pregnancy Disability Leave

PDL – State Law

- No minimum length of employment
- Provides up to 17 1/3 weeks of unpaid leave for pregnancy disability, childbirth recovery or related medical condition.
- Used continuously or intermittently

After PDL employees can take FML Bonding which is up to 12 weeks of time off during the initial first year



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Family Medical Leave & California Family Rights Act

Coverage:


- FMLA - Federal
- CFRA - State

Up to 12 weeks of unpaid leave within a

- 12-month period

Eligibility

- Be a county employee for the past 12 months
- Worked at least 1250 hours



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Kronos

- Track intermittent leave
- Verify timecards for accuracy
- If employee exhausts balances or declines the use of their balances, then it may affect retirement, step increases and holiday pay
- While on paid leave employee continues to accrue. "earned but not credited"



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Disability Plans



- **Sworn**
 - CA Law Enforcement Association (CLEA)
 - DSA
 - AFLAC
- **Professional Staff**
 - State Disability Insurance (SDI)
 - Paid Family Leave (PFL)
- **Management/Unclassified Classifications**
 - Long Term Disability
- **Voluntary Benefits – Lincoln Financial Group**
 - Short Term Disability or PFL for non-SDI
 - Long Term Disability
- **Catastrophic Leave**

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Unprotected Leaves

- Not eligible for FML/CFRA
- Exhausted all PDL and FML protection
- Exhausted all paid leave balances
- Personal or Medical Leave of Absence (LOA) without protection or pay (LWOP)
 - HR/OS Command Approval Required
 - 1yr with rights to return
 - Employee tied to a budgeted position
 - 1yr without rights to return
 - No longer tied to a position, may be file
 - If employee related to work, County may offer alternate position where available and if qualified.



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**If you tested
COVID POSITIVE**

SAVE TIME

**COMPLETE THE INTAKE FORM
FROM YOUR CELL PHONE**

Go to: <http://fdtd.us/covid-intake>
OR



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Risk Management

- Sworn Qualification Period
- OIS - Officer Involve shooting/Critical Incident
- Fitness for Duty
- Funeral Guidelines

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Medical Evaluations

- **Fourth Year Physicals**
 - Needs to be completed prior to fifth year of service
 - Sworn employees only, 1yr to complete
- **Omnibus Transportation Act**
 - Testing prior to starting position
- **Probationary Drug Testing**
 - Monthly random selection for new sworn employees
- **Monthly Random Drug Testing**
 - Sworn (effective July 2014)



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Reasonable Suspicion of Impairment

- OBSERVE EMPLOYEE
- OBTAIN A WITNESS
- DOCUMENT THE BEHAVIOR
- CONTACT MLU

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- Cal/OSHA Compliance
- Ergonomic Evaluations
- Monthly Safety Flyers
- Facility Safety Officer Program (FSO)
- Health and Wellness

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Safety & Health Program

- Safety and Health programs
 - Injury and Illness Prevention
 - Respiratory Protection
 - Hazard Communication
 - Bloodborne Pathogens
 - Heat Illness Prevention
 - Aerosol Transmissible Disease
- Cal/OSHA compliance

They can be found on SharePoint: HRB>Risk Management> Safety



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Cal/OSHA Compliance

- Sheriff's Department's responsibilities:
 - Establish, implement, and maintain an Injury and Illness Prevention Program (IIPP)
 - Keep records of work-related injuries and illnesses - Facility Safety Officer Program
 - Report work-related death or serious injuries or accidents to Cal/OSHA

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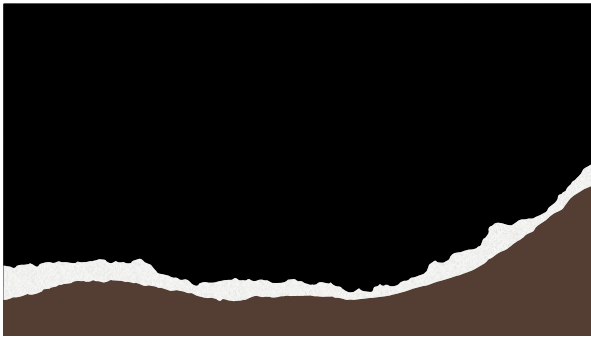
FSO Responsibilities

- Exits
- AED Locations
- Expected Controls for Known Hazards
- Evacuation Assembly Site
- Hazard Awareness
- General Safety Training
- Issues Unique to Your Site



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