

Mission Statement



To exceed minimum compliance for health, safety, and the well being of our employees by proactively managing risk through continuous education, participation, and communication.

Our Team

Paul Lugue, HR Manager

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Marisa McCarty, Sr. DHRO

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DHRO

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Dept Safety
Coordinator

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Self-Assessment

- 1.What's a PREDESIGNATED PHYSCIAN FORM?
- 2. How often does an employee need to provide doctor's notes?
- 3. What does P&S mean?
- 4. What would you do if one of your employees gives you a doctor's note that says "NO USE OF BOTH HANDS"?
- 5. What do you do if you suspect a fraudulent WC claim?

Risk Management - MLU







- Workers' Compensation
- COVID 19
- Protected Leaves
- MLU Self-Service
- Medical Evaluations

- Ergonomic Evaluations
- Cal/OSHA Compliance
- Safety Programs
- Facility Safety Officers (FSO)

Workers' Compensation



County of San Diego, DHR

Risk Management (RM)

Workers' Compensation Unit (WCU) 5530 Overland Avenue, Suite 210 San Diego, CA 92123

SD Sheriff's Department

Risk Management/Medical Liaison Unit

9621 Ridgehaven Court San Diego, CA 92123 Liaison.Medical@sdsheriff.org

Work Related Injuries or Illnesses

Benefits Include:

- Medical Treatment
- Mileage Reimbursement
- Compensation for Lost Time
- Permanent Disability
- Death Benefits

Eligibility:

- Paid Employees
- Volunteers

Type of Injury:

- Specific Injury
- Cumulative Trauma or Repetitive Trauma



The form should be utilized and included when reporting work related injuries. This is designed to ensure all appropriate forms are completed.

3

FULL WORK COMP CLAIM

Injured employee is seeking MEDICAL TREATMENT and/or LOST TIME from work.

- MLU-4 Report of Occupational Injury
- RM-3 Supervisor Investigation
- DWC-1 Employee's Claim for Workers' Comp. Benefits
- MLU-6 Proof of Service Form
- MLU-7 Medical Authorization for Release of Information Service
- MLU-8 Non-medical Authorization for Release of Information Service
- MLU-1 Medical Disability Status Report
- MISC-1 Sharps Injury Log (OSHA) * *To be completed if a "sharps object" was involved and kept on file in the "SHARPS LOG".

1

DOCUMENT ONLY

Employee wants to **DOCUMENT** an injury, no lost time or medical treatment involved.

- MLU-4 Report of Occupational Injury
- RM-3 Supervisor Investigation

2

EXPOSURE

Employee has no injury or illness and wants to seek **preventative care** due to an **EXPOSURE** (Example: blood borne pathogens or a TB exposure)

- MLU-4 Report of Occupational Injury
- RM-3 Supervisor Investigation

Medical Providers

Concentra



Kaiser Permanente On-The-Job or KPOJ



Akeso Occupational Health



Pre-designated Physician Form

Supervisor's Role

- Obtain correct & complete WC Forms
- Notify MLU and Submit Forms



Send Forms via email to MLU @ Liaison.Medical@sdsheriff.org

Work Status Reports

Full Duty (FD)

Temporary Limited Duty (LD)

Temporary Totally Disabled (TTD)

Permanent & Stationary (P&S)



Common Oversights

Workers' Compensation Paperwork

- DWC1 State of California
- RM3 Supervisor's Report Incomplete

Work Status Updates (due maximum 45 days)

Create a reminder in Outlook

Full Duty Notes

- Please inform MLU asap
- Some sworn employees may need to qualify

Policy & Procedure



- 3.16 Occupational Injuries, Illness, or Death
- ❖ 3.34 Temporary Limited Duty Program for Injured or III Employees

If fraud or abuse is suspected, contact MLU







Protected Leaves

Family Medical Leave (FML) & California Family Rights Act (CFRA)

Pregnancy
Disability
Leave (PDL)

FMLA - Federal

CFRA - State

Up to 12 weeks of unpaid leave within a 12-month period

Eligibility requirements

State law

Up to 17 1/3
weeks of unpaid
leave for
pregnancy
related issues

No eligibility requirements

Unprotected Leave

Why would an employee go on unprotected leave?

Not eligible for FML/CFRA

Exhausted all PDL and FML protection

Exhausted all paid leave balances

How to be paid while out on Leave

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

Risk Management



Other Responsibilities



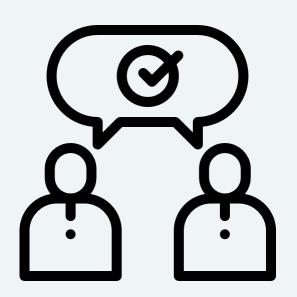


- Medical evaluations
- Firearms qualification waivers
- Fitness for duty
- Reasonable suspicion
- Funeral notices

Reasonable Suspicion of Impairment

Supervisor's Role:

- Observe employee
- Obtain witnesses
- Document the behavior
- Contact Command & MLU



SAFETY

Cal/OSHA Compliance



What you need to know:

- Injury and Illness Prevention Program (IIPP)
- Keep records of work-related injuries and illnesses Facility Safety Officer (FSO) Program
- Report work-related serious injuries, accident or death or to Cal/OSHA.

Safety procedures are not intended to address principles, values, philosophies, goals and objectives covered in the Department Policies & Procedures (P&P).

P&Ps are published and maintained by Division of Inspectional Services. P&Ps do not address the details covered in a safety procedure.

Refer to current P&P manual for information on operations within the San Diego Sheriff's Department.

Facility Safety Officer (FSO) Program

Why it's important to have an FSO at your location:

- Complete monthly Hazard Assessment Monthly Checklist
- Complete Site Safety Acknowledgement for new employees

Do you know the FSO at your current facility/area?

If you do not...



QUESTIONS??