


East Lake Tarpon Special Fire Control District		
	<i>SOP 221 Line of Duty Injury and Death Pay</i>	
	Implementation Date: 11/2000	Revision Date(s): 05/26/2009
	Reviewed Date(s):	
	Forms or Attachments: None	

Section 1: The Department hereby agrees to pay the following compensation to any employee injured in the line of duty in accordance with the following terms, conditions and definitions.

- A. Compensation shall be payable under this section only with respect to disability as the result of injury to an employee where such injury is incurred in the line of duty.
- B. An injury shall be deemed to have incurred in the line of duty only if such injury is compensable under the Florida Workers' Compensation Law.
- C. No compensation under this section shall be allowed for the first seven (7) calendar days of disability, provided, however; that where the disability continues for twenty-one (21) consecutive calendar days from the first day of disability then compensation shall be payable from the first day of disability, and any charges against the employee's sick leave shall be reinstated.
- D. The term "disability" as used in this section means incapacity because of line of duty injury which prevents the employee to earn in any other employment the wages which the employee was receiving at the time of injury.
- E. The amount of compensation paid shall be the amount required to supplement funds received from the Florida Workers' Compensation Law and any other disability or other income plan provided by the Department, either by law or by agreement, to the point where the sum of the supplement herein provided and all other payments herein described equal the employee's regular rate of pay, at the time of the injury.
- F. The payment of injury pay as defined above shall not be charged against the employee's Sick or vacation leave accounts to a maximum of 90 calendar days.

After the 90 day period and once the employee begins using and has used all of their accrued vacation and/or sick leave, vacation and sick leave will not be accrued (non-work status). A bargaining employee may utilize the provisions of Article 12, Section 9 of the "Agreement" once all the employees sick and/or vacation leave has been used.

Once under the provisions of Workers Compensation, all applicable Laws will be followed.

G. The employee agrees to return or endorse any Workers' Compensation wage payments to the Department.

Section 2: It is the intention of the parties that nothing in this SOP shall interfere with the normal procedures under Workers' Compensation Law or the requirements of the Department's Worker's Compensation insurance carrier. Subject to such limitations:

A. An employee who is injured in the line of duty shall be transported or referred to the hospital or other designated medical facility as defined by the East Lake Tarpon Special Fire Control District Worker's

Compensation carrier whenever possible. Should the injury require specialized care, the employee will be transported directly to the appropriate facility, i.e. trauma or burn center.

B. In other cases involving injuries in the line of duty which do not require hospitalization, the injured employee shall follow the guidelines defined by East Lake Tarpon Special Fire Control District and/or their Workers' Compensation carrier, for the accessing of medical treatment.

C. Any Worker's Compensation requirements involving drug testing shall conform to FS 440.102 and/or the premise of reasonable suspicion utilizing the supervisor's check list. "Accident" as described in FS 440.102 under reasonable suspicion shall be defined as vehicle accidents of \$3000 damage as approximated by the investigating law enforcement agency or personal injury requiring the employee to be off duty over four (4) hours.

Section 3: If an employee is killed in the line of duty, FS 440.16 will be followed in relation to funeral expenses and compensation.

Section 4: Upon returning from a working fire or any other hazardous situation, the employee may request a physical examination by a physician to ensure the employee is stable and capable of returning to work. This right may be rescinded by the Department on an individual basis if considered abused.

Section 5: An employee injured in the line of duty shall report the occurrence of such injury immediately or as soon as possible thereafter, verbally, in person, or by phone, to the employee's immediate supervisor or the Fire Chief.

After such notification from the employee, they will be responsible to complete Form 1.14.1 as soon as possible. The information on the completed form will be called in to the workers' compensation carrier immediately (should the office be closed, the District Chief will call the carrier). Be prepared to give the service representative the following information:

- Company's name and employee number, location, phone number, Federal Identification number, and nature of business.
- Injured employee's name, address, phone, SSN, date of birth, gender and occupation
- Description, date and time of the accident/injury.