

PAYROLL INFORMATION FOR WORKERS' COMPENSATIONS ACCIDENTS

When an employee is injured the following payroll procedures apply:

ALL EMPLOYEES

The first day the employee is injured is considered regular pay. It doesn't matter what time of the day they were injured. This is paid at 100% regular pay.

INJURY PAY STARTS THE FIRST SCHEDULED WORK DAY AFTER THE ACCIDENT.

POLICE (PBA-POLICE BENEVOLENT ASSOCIATION) – A unit member injured on the job will continue to be paid in full "injury leave" for subsequent missed shifts for the first seven (7) calendar days of absence.

After the injured employee is out seven (7) calendar days, and is unable to return to work full or light duty, Workers' Comp. starts at 66 2/3% of their salary after all injury leave has been dispersed. The employee may wish to supplement his/her check up to 33 1/3 % by using sick or vacation leave. The employee may elect not to supplement their check and just receive the 66 2/3% pay.

***The exception to this rule is if the police officer is involved in a malicious act, then the officer will get 100% pay. They would get 66 2/3 % from workers' comp. and the other 33 1/3 % is paid as injury leave by the department any time they are out a scheduled shift. The Police Chief is the one who makes the determination in accordance with F.S.440.15 (11) on whether the injury was the result of a malicious act.

FIRE (IAFF-INTERNATIONAL ASSOCIATION OF FIREFIGHTERS) – A unit member injured on the job will continue to be paid in full "injury leave" for subsequent missed shifts for the first seven (7) calendar days of absence.

After the injured employee is out seven (7) calendar days, and is unable to return to work full or light duty, Workers' Comp. starts at 66 2/3% of their salary after all injury leave has been dispersed. The employee may wish to supplement his/her check up to 33 1/3 % by using their sick or vacation leave. The employee may elect not to supplement their check and just receive the 66 2/3% pay during the FMLA period. After the FMLA period has been exhausted the employee is required to supplement with accrued sick and vacation leave.

NON UNION & LIU (LABORERS INTERNATIONAL UNION) - EMPLOYEES THAT WORK 4 TEN OR 12 HOUR SHIFTS - Receive 4 work days as injury leave according to their next 4 scheduled shifts.

After the injured employee is out 4 scheduled shifts and is unable to return to work full or light duty, Workers' Comp. starts at 66 2/3% of their salary after all injury leave has been dispersed. The employee may wish to supplement his/her check up to 33 1/3 % by using their sick or vacation leave. The employee may elect not to supplement their check and just receive the 66 2/3% pay during the FMLA period. After the FMLA period has been exhausted the employee is required to supplement with accrued sick and vacation leave.

NON UNION & LIU (LABORERS INTERNATIONAL UNION)-EMPLOYEES THAT WORK 5 EIGHT HOUR DAYS – Receive 5 work days of injury leave according to their next 5 scheduled work days.

After the injured employee is out 5 scheduled work days, and is unable to return to work full or light duty, Workers' Comp. starts at 66 2/3% of their salary day after all injury leave has been dispersed. The employee may wish to supplement his/her check up to 33 1/3 % by using their sick or vacation leave. The employee may elect not to supplement their check and just receive the 66 2/3% pay during the FMLA period. After the FMLA period has been exhausted the employee is required to supplement with accrued sick and vacation leave.

FMLA is any absence beyond 3 days for a serious medical condition; this includes a Workers' Compensation injury, and subsequent absences due to the injury. The FMLA allotment is 12 weeks annually for eligible employees.

NOTE -There are no partial days paid as injury leave only full days! If an employee misses only part of their allotted number of injury leave days at the beginning of the claim the rest of the days are held for later use if needed on this claim. If they are not needed they are not used.

Contact Pam Miller at 608-7804 regarding FMLA eligibility.

Contact Risk Management regarding Workers' Compensation at 321-608-7821.