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| Scotts Valley Fire Protection District | Policy: 1106 |
| Subject: Industrial Disability and Workers' Compensation Leave | Adopted: April 9, 2003 |

Policy 1106: Industrial Disability and Workers' Compensation Leave

This policy provides industrial disability and workers' compensation leave to all employees of the Scotts Valley Fire Protection District unable to perform position duties due to an on-the-job injury in accordance with the laws of the State of California, Department of Industrial Relations, Division of Workers' Compensation.

Industrial disability leave is provided to employees without loss of pay to employees who cannot perform their customary duties for up to one (1) year. Employees are obligated to report injuries pursuant to SOP 1105, *Reporting Work Related Injuries*.

For any injury resulting in lost time, a certification by a treating physician will be required. Prior to returning to work, the employee will be required to obtain a release to their customary duties from a treating physician. If an employee's injury prevents him/her from performing their customary duties, but is still able to perform "light duty", the employee will be assigned "light duty" pursuant to policy.

Any payment made by the district's workers' compensation carrier for lost time will be payable to the district to offset the cost of payroll for the injured employee.

This policy will be compliant with current California and Federal Law regarding the application for industrial disability retirement for the employee through PERS.