

AA. WORKER'S COMPENSATION

GENERAL POLICY

It is the policy of Scott County to provide appropriate medical care to employees injured within the scope of their employment.

SCOPE

This policy is applicable to the following:

All employees responsible to the Scott County Board of Supervisors;

All employees responsible to a County elected office holder providing the appropriate elected office holder and the Board of Supervisors have certified its applicability;

All employees not directly responsible to either the Board of Supervisors or an elected office holder and whose governing body and the Board of Supervisors has certified its applicability.

Whenever the provisions of this policy are in conflict with the Code of Iowa, or with a collectively-bargained agreement between the County and a certified bargaining unit, the provisions of the collectively-bargained agreement and/or the Code of Iowa will prevail.

REPORT OF INJURY

In the event of an injury arising out of and in the scope of your employment, Scott County will make every reasonable effort to ensure an injured employee is provided injury specific medical care. Employees should report any injury to your supervisor immediately, and to the Risk Manager regardless of severity. The Risk Manager must authorize and schedule all initial physician appointments. Should you choose to receive medical attention from your own medical provider, you will be responsible for all costs incurred.

The "Notice of First Injury Report" shall be filed with the Risk Manager within (24) twenty-four hours.

COMPENSATION

The physician at the County's occupational health provider will determine whether or not the injury is work related and therefore compensable.

County employees, injured as the result of an accidental injury or illness arising out of and in the course of their employment for the County, are eligible to use available sick leave or vacation accruals during such period as the employee is unable to perform his/her job for the County.

An employee on authorized sick leave and receiving worker's compensation benefits for a job-related injury or illness, shall receive sick or vacation pay in a limited amount sufficient to offset any difference between worker's compensation benefits and the employee's regular rate of pay, but only to the extent that sick or vacation leave accruals are then available.

Depending on severity of the initial injury, unless it is a critical medical emergency the injured employee will report to the County's Occupational Health Provider for an initial medical evaluation after the end of their scheduled work shift. In the event the Occupational Health Provider is closed the injured employee will report immediately the following day. These visits will not be paid as hours worked.

When it is necessary for an employee to visit the County's occupational health provider for follow-up visits or physical therapy in conjunction with a work related injury the following will apply:

- * The appointments will be made during non-work hours.
- * These visits will not be paid as hours worked.
- * All appointments scheduled during work hours must be preauthorized by the Risk Manager. In the event an appointment is scheduled during work hours, they will be scheduled as close to the beginning or end of the shift as possible.

OVERTIME

All employees assigned any type of alternative/restrictive work duties by the County's Occupational Health provider will be ineligible for any overtime work.