

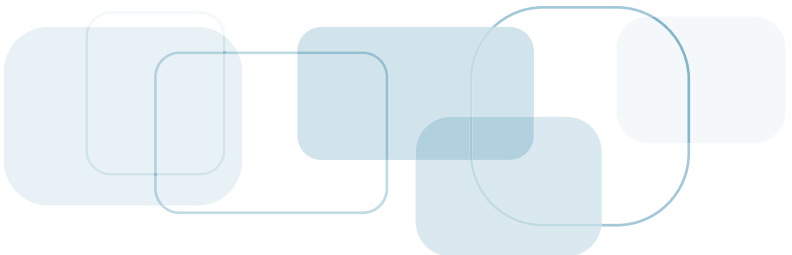
5.3 Workers' Compensation and Property and Liability Programs

I. OBJECTIVE

The County is committed to providing employees with procedures guiding employees and management through the Workers' Compensation and Property and Liability programs. This policy applies to all County employees and County volunteers.

II. DIRECTIVES

- A. The County's Workers' Compensation and Property and Liability programs will identify procedures that will provide for adequate and timely reporting, treatment, compensation, restoration and recovery.
- B. The County recognizes the need to protect its assets and to preserve operational continuity from risks and hazards that may arise from business activities or from other activities or events that may affect the County.
- C. The County is committed to providing a safe and healthy environment to protect employees and other members of the public to whom the County has such a responsibility.
- D. All employees are required to immediately report on-the-job injuries/illnesses or damage to County property immediately to their supervisor.



- E. Employees covered under the County's Workers' Compensation Program must go to the Healthcare Provider authorized by the County, unless the injury/illness requires emergency treatment at an urgent care facility/hospital or the injury/illness occurs after the Healthcare Provider's hours of operation.

- F. Light duty work assignments, if available, may be provided to employees who experience an on-the-job injury and/or illness, to accommodate restrictions established by the Workers' Compensation Physician. Employees who refuse light duty work assignments will not receive Workers' Compensation pay, and such employees may use their sick and annual leave, in that order, until released to regular work duty. Light duty work assignments are not provided for non-Workers' Compensation-related injuries and/or illnesses.

- G. Employees involved in an automobile accident while conducting County business shall contact law enforcement and, if found to be at fault, will be required to submit to a drug and alcohol screening.

See the following State laws for additional guidelines: Section 768.28, Florida Statutes.

