

Summary of the results of the original inquiry stated the following:

1. I'm looking for agency policies on the Worker's Compensation process.
2. Second, I am interested in how physical therapy and follow up doctor's appointments are handled after a 4850 employee has returned to modified duty, and then full duty. Since any subsequent time off is no longer being paid by the Worker's Compensation carrier, does your agency pay the employee or require that the employee take leave (sick, vacation or comp time) to attend such appointments that are scheduled on regular duty time, when the employee has been told that the agency preference is that follow up appointments should be scheduled on the employees day off so as to minimize the impact on patrol services and staffing.

Chula Vista PD

Even though there is no legal requirement we pay the employees to go to their follow up doctor, PT appts regardless of 4850. We do not require any of our employees to use their own leave, this applies to safety and miscellaneous. Since we are so generous most of the employees will not make the appts on their own time and we can't legally force them to. If it becomes an issue we have asked them to make them at the beginning or end of their shifts to minimize the impact on operations.

Roseville PD

We don't have a written policy specifically addressing your question regarding doctor's appointments while on regular or light duty. Our practice has always been: If there is an appointment while on duty, they get paid. If the appointment is scheduled off duty, they don't get paid nor does the schedule get adjusted to cover it.

Dixon PD

Schedule all medical appointments, as possible, outside of work hours. Appointments scheduled during work hours will require the employee to utilize their personal leave bank (i.e. Sick Leave, Vacation, etc.);

Petaluma PD

If there is an appointment while on duty, they get paid. If the appointment is scheduled off duty, they don't get paid nor does the schedule get adjusted to cover it.

EI Monte PD

With regard to policies.....we just follow what HR advises in relation to the law.....With regard to paying for follow up visits....you're not required to pay for those....some officers have approached me...indicating they believe we ARE obligated to pay for their time when directed to visit the doctor for follow up therapy etc.....I explain that it is not the case....and if it were, when Don Johnson (Miami Vice) was involved in an OIS and paralyzed from the waist down.....we would have to pay 1000's of hours of OT for his care in the hospital.....they seem to get that idea.....lastly, we call the centers where

they are getting their therapy and schedule them for their off hours when practicable.....

Monterey PD

Workers' Compensation Time: All time reported by any employee in which the employee is unable to report for duty due to a work related injury or illness which has been approved by the City's workers' compensation administrator. Employee uses WC time to attend doctor's appointments.

San Pablo PD

We do not make them use comp. or sick leave if they are working and need to go to an appointment. However, we have not had the problem of long-term physical therapy appointments that affect the normal course of business nor have we had to tell them to schedule appointments on their days off.

Newport Beach PD

Time spent by an employee receiving medical attention during the employee's normal working hours is considered hours worked and compensable, when the City or its representative schedules the appointment.

San Francisco PD

Medical and physical therapy appointments on-duty. Members are reminded that they are allowed to use SP, VA or OU time to compensate for hours missed when attending medical and physical therapy appointments while on-duty. This policy also applies to follow-up appointments resulting from an industrial injury.

Walnut Creek PD

We don't have a written policy on worker's comp as that is handled through H.R. We do allow on-duty employees to go to therapy on duty time without using leave. I know we could make them use leave, but it isn't worth the battle or the fall out from making people take leave when they are injured on-duty. On the other hand, we don't pay overtime for off-duty therapy sessions... and yes an officer really put in for O.T. when he went to therapy on a day off.

City of Redondo Beach

City of Redondo Beach pays those employees regular pay when they are attending medical appointments related to Injury on Duty (IOD). They do not have a policy that states employees must make an appointment after hours, or on their own time. They do request that employees to schedule the appointment so it does not interfere with work. If they elect not to, the City has no recourse.

When an employee attends physical therapy, during duty hours, the number of hours attending the session is reflected or represented as "WCD" (Workman's Comp. Dr.) on the payroll sheet, so these hours are tracked, i.e. 8 hours worked/2 hours WCD for appointment).