



Pine-Strawberry Fire District Compensation & Benefits 4.14

Subject: Workers' Compensation

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Board Chair Signature & Date:

[Signature] 4/17/2025

I. POLICY:

The Pine-Strawberry Fire District (PSFD) policy is to provide workers' compensation insurance to members for injuries or illnesses related to duty performance.

II. PURPOSE:

The purpose of this policy is to provide insurance for work-related injury and illness in accordance with The Workers' Compensation Act.

III. WORKERS' COMPENSATION INSURANCE:

- A. All career, reserve, and volunteer members are covered.
- B. The Pine-Strawberry Fire District Fire Board may, at its discretion, provide supplemental disability coverage to any of the classes of members.
- C. At the District's discretion, members claiming workers' compensation benefits may be required to undergo medical examination by a provider designated by the District (or its agent).
- D. Generally, such medical examinations will be coordinated by the Fire Chief, who may confer with the member's physician to aid in determining a person's ability to work.
- E. Final decisions regarding suitability for a work assignment are the responsibility of the Fire Chief.

F. Career members who are collecting workers' compensation benefits due to a District related disability may choose to receive a regular paycheck from the District including all deductions, contributions, etc.

1. Members who choose to do so must remit any and all workers' compensation wage reimbursements to the District.
2. Reserve/volunteer members who do not receive regular pay amounts are not eligible to sign over workers' compensation benefits in return for a regular paycheck unless required by law.

IV. PROCEDURE:

- A. The member will immediately notify the supervisor (or in the supervisor's absence, another member of management) of any work-related illness or injury. The member and supervisor must both complete and sign a "Supervisor's Report of Industrial Accident" form and submit it to the administration office within 7 calendar days.
- B. The member shall be given a form to present to the individual or facility where the member is to receive medical treatment.
- C. The supervisor shall also complete the "Supervisor's Investigation" segment of the form, as directed in the instructions. The supervisor shall obtain pertinent information about the accident, illness, or injury, noting injury details, unsafe acts and conditions, witness statements, and remedies to prevent similar occurrences in the future.
- D. The District shall notify the workers' compensation carrier and provide any necessary reports, as required by law.
- E. Subsequent to the District filing the claim report, the workers' compensation carrier shall send forms directly to the member for completion and submission as necessary in order to process payments.