

<b>Subject:</b>	<b>TEMPORARY DISABILITY</b>
<b>Section:</b>	<b>PPG# 2417</b>
<b>Chapter:</b>	<b>Personnel</b>
<b>Effective Date:</b>	<b>7/1/98</b>

## **POLICY**

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### **Temporary Disability**

If a physician certifies that a firefighter who is temporarily totally disabled is able to perform other work, the district shall furnish the physician with a statement describing the available work so that the physician may relate the physical activities of the job to the staff member's disability. The physician shall determine whether the staff member is physically able to perform the work described.

Staff members are covered by workers' compensation and medical aid (Washington State Department of Labor and Industry). The staff member is protected in two ways:

1. Medical costs resulting from job injuries are paid.
2. Injured staff members are paid a partial wage while off work because of a job injury or illness due to on-the-job causes.

When a staff member is injured on the job with a time loss, the district will grant full sick leave for the first three (3) days, provided the staff member has accrued sick leave. For each day covered by workers' compensation the staff member may use accrued sick leave to make up the difference between the workers' compensation payments and the staff member's regular salary. In such instances, total pay shall not exceed the staff member's regular pay.

## **REFERENCES**

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Cross Reference: Policy 2101 Employment of Handicapped Persons  
Policy 2411 Firefighter Qualifications  
Policy 2416 Physical Examinations  
Procedure 4200P-5 Firefighter Injuries

Legal References: RCW 41.18.050 Disablement in line of duty

RCW 41.17.060      Disablement in line of duty—  
Inactive period—Allowance—  
Medical, hospital, nursing care.  
RCW 51.32.090      Temporary total disability—Partial  
restoration of earning power—Return to available work—  
when employer continues wages