

## **POLICY 508**

### **WORKERS' COMPENSATION BENEFITS**

**Effective 01-01-2020, Resolution No. 044-19**

It is the policy of Johnson County Government to provide temporary disability compensation and medical benefits to eligible employees to meet and exceed the requirements of workers' compensation laws of the State of Kansas.

The Kansas Workers' Compensation Act requires a seven-consecutive-calendar-day waiting period before payment of disability compensation begins. The County will pay the employee for regular work time missed during this waiting period if authorized medical evidence is provided. Compensation during the waiting period will not be charged against the employee's vacation or sick leave accruals. If the employee is medically required to remain off work, by an authorized physician, beyond the seven-day waiting period, the employee will be placed on Injury Leave.

Disability compensation under the Kansas Workers' Compensation Act is 66.66% of the employee's average weekly wage based on the prior 26 weeks, provided that such amount does not exceed the weekly maximum set by the State. The County will supplement the disability compensation for qualified full-time regular, part-time partial-plus, and part-time partial benefit employees who have completed their Introductory Period. No supplement will be paid to an employee who sustains a work-related injury during the original or any extended Introductory Period.

Supplemental Pay is an amount of regular, taxable income which, when added to the eligible workers' compensation benefit amount, totals the employee's net take-home pay amount. Supplemental Pay is paid for a maximum of 180 calendar days.