
Butte County Mosquito and Vector Control District

POLICY MANUAL

POLICY TITLE: Workers Compensation
POLICY NUMBER: 7075

7075.1 All District employees will be provided Workers' Compensation Insurance benefits provided for by law for any injury or illness sustained by any employee while engaged in the performance of services for the District under its direction and control.

7075.2 When a worker is unable to return to work within three days of his/her work related injury or illness, the worker may be entitled to temporary disability benefits to help partially replace wages lost as a result of the injury or illness.

7075.3 Salary: When the injured employee is receiving wage replacement benefits, such as temporary disability benefits through workers compensation insurance, the employee may use available sick leave, vacation, or CTO to supplement lost wages received up to the employee's usual compensation.

7075.3.1 Employee must provide Administrative Manager documentation of wage replacement to include period of payment and amount.

7075.3.2 An employee receiving wage replacement benefits is not eligible to receive holiday pay.

7075.4 Sick Leave/ Vacation: Neither sick leave, vacation, nor other paid time off will be accrued while on unpaid leave. If the employee is supplementing with sick leave, vacation, or CTO to receive up to the employee's usual compensation; employee shall accrue sick leave and vacation at their normal accrual rate they were prior to the work-related injury.

7075.5 Retirement Benefits: While in non-compensated status with the District, no service credit is earned with CalPERS. Upon return from leave, the CalPERS member may be able to elect to purchase service credit for the time the employee was on non-compensated status up to one year at the employees' own expense as stated in the District contract with CalPERS. The cost of the service credit will be based on the CalPERS valuation. The District makes no representation or guarantee regarding the member's ability to purchase service credit.

7075.6 Longevity: Leave under Workers Compensation due to on-the-job injury or illness shall not constitute as a break in service or cause the employee to lose seniority.