3-09/300.00 - Department Athletic Events

Any full-time employee may be a participant on an officially sanctioned Department team or a unit team.

Only full-time personnel will be covered by Workers' Compensation in case an injury is sustained during a Departmentally approved athletic event. Workers' Compensation coverage is not valid during practice at any level.

It shall be the responsibility of unit commanders to ensure that all Department team members understand the above conditions prior to signing the Acknowledgment of Restrictions on Participation in Departmental Athletic Events (SH-AD-636).

Additionally, unit commanders shall not consent to employees relieved of duty or on suspension at the time of such events or to limited duty status employees being part of or engaging in any Department organized team activity, sporting event or Police Olympics which is in violation of their restrictions. Verification of limited duty status and restrictions may be obtained from Personnel Administration Bureau, Return to Work Unit.

Participants in athletic events shall be permitted as scheduling permits, and then, only at the discretion of the entrant's unit commander, with the concurrence of the division chief or division director and Department athletic director. Only those events considered of sufficient benefit to the Department will be approved, sponsored, and covered by Workers' Compensation. Employees participating in Department approved events or practicing shall do so on their own time. Use of county time for such purposes is not permitted. Personnel that plan to compete must submit an Absence Request (SH-R-96) to their unit commander in advance of the day(s) off requested and indicate how they desire the time to be carried, e.g., Compensatory Time off (E), Vacation (V), Sick Personal (SP), or Holiday Worked Credit (F). Unit commanders shall make every reasonable effort to accommodate such requests for time off. Overtime shall not be allowed for any employee participating in an athletic event or practice for such event.

Persons desiring further information not found in the following paragraphs may contact the Administrative and Training Division Area I commander, who is designated as the Department's athletic director.