

99-03 TRAP POLICY REGARDING INJURED-ON-DUTY (IOD) SITUATIONS



TASKFORCE FOR REGIONAL AUTO THEFT

Unit Order: 99-03

Subject: TRAP POLICY REGARDING INJURED-ON-DUTY (IOD) SITUATIONS

Effective Date:	09/01/2008	Last Date Revised:	06/30/2014
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PURPOSE

The purpose of this Unit Order is to elaborate on the Taskforce for Regional Autotheft Prevention (TRAP) Memorandum of Understanding (MOU) as it relates to employees assigned to TRAP who are injured during the course of their duties.

GUIDELINES

Section 6.8 of the Administrative Guidelines Section in the TRAP Memorandum of Understanding (MOU) states;

Each agency is responsible for any worker compensation, sick, injured-on-duty, or similar benefits incurred by or due its employees.

This section has been interpreted to allow that, in the event personnel assigned to TRAP who are injured on duty (IOD) while performing TRAP duties, the following shall apply;

- When the initial prognosis for the employee's recovery is equal to or less than 60 days, the employee will remain assigned to TRAP with their injury case co-managed by TRAP and the employee's parent agency.
- If either TRAP or the parent agency has a "light duty" assignment where the employee could be assigned, the employee will be assigned to that light duty position until his/her complete recovery, but not

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to exceed the 90-day maximum time limit.

- The parent agency will not charge TRAP for salary or benefits paid to the employee while he or she is on IOD status. (Salaries paid for IOD time fall under the coverage of whatever worker's compensation insurance plan the parent agency has or subscribes to; therefore, billing TRAP for the same salaries would amount to double payment).
- When the initial prognosis for recovery is greater than 60 days, the employee will be reassigned to his/her parent agency. If the parent agency desires, and is able to, they may replace the employee at their earliest opportunity, not to exceed 30 days from the date of return of the injured employee.

Pre-existing injuries which recur during the employee's assignment at TRAP will result in the employee being reassigned to the parent agency immediately. The agency may replace the employee if it desires, and is able to do so.

MARTIN L. RODRIGUEZ, CAPTAIN

PROJECT DIRECTOR
