

Policy 508 – Workers’ Compensation Benefits

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 health care provider, 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 provide Supplemental Pay over and above the disability compensation for qualified full-time regular, part-time partial-plus, and part-time partial benefit employees.

“Supplemental Pay” means 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.

Special Use Rules for Med-Act Personnel

Non-exempt Med-Act emergency medical technicians (EMTs), paramedics, lieutenants, and captains who return to a modified duty work schedule following the initial seven-day waiting period are eligible for an extension of Supplemental Pay beyond 180 calendar days. For every eight hours of modified duty worked, an additional one calendar day is added to the end of the Supplemental Pay period.

Retaliation

Employees may not be subject to discrimination, harassment, or retaliation for good faith reporting of workplace injuries or illnesses or for filing a workers’ compensation claim in good faith. Retaliation means taking negative action against the employee because the employee reported an injury or filed a workers’ compensation claim. Retaliation may include, but is not limited to, unwarranted separation, demotion, reassignment, corrective action, and hostility. Retaliation does not include action taken based on the employee’s inability to perform job duties resulting from the reported injury.

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