

5.04

WORKERS' COMPENSATION

All Panola County employees are covered by worker's compensation coverage while on duty for Panola County.

Workers' Compensation coverage pays for medical bills resulting from a covered injury or illness an employee incurs while carrying out the duties of his/her job.

Workers' compensation also pays Temporary Income Benefits (TIBS) for time lost from work in excess of seven calendar days as the result of eligible work related injuries or illnesses. After being off for fourteen consecutive days, the employee will be paid benefits for the first and second weeks.

Employees may use paid leave for all workers' compensation time off less than (8) eight days.

All employees who are placed on Worker's Compensation leave will fall under the Family Medical Leave Act. Panola County runs FMLA and Worker's Compensation concurrently.

Law enforcement pay will be handled in accordance with Article 3, Section 52(e) of the Texas Constitution while on worker's compensation leave.

Any employee who suffers a job-related illness or injury no matter how significant shall be required to notify his/her supervisor as soon as possible.

Failure to promptly report job related injuries or illnesses may affect an employee's eligibility for benefits or delay benefit payments which are due.

An employee who has lost time because of a work-related accident or illness shall be required to provide a release from the attending physician before being allowed to return to work.

An employee's workers' compensation benefits may be adversely affected if the employee is injured while under the influence of alcohol or drugs or while the employee is engaging in horseplay. See the Panola County Policy on Alcohol and Drug Use.



SECTION 5 EMPLOYEE BENEFITS

5.01 HEALTH, DENTAL, AND LIFE INSURANCE

Employees working at least 30 hours per week will be eligible to participate in the health, dental and life plans offered by *Panola County*.

5.02 SOCIAL SECURITY

Panola County employees are covered by Social Security. *Panola County* contributes to the Social Security Program on behalf of employees.

5.03 PENSION

Eligible employees are required to join the Texas County and District Retirement System (TCDRS) and to contribute to that fund through deductions from each paycheck. *Panola County* also contributes to the fund on behalf of the employee, based on a percentage of gross salary. If eligible, the employee must participate in the pension system upon hiring. For details regarding vesting and rights upon retirement, refer to a brochure outlining the program which is available in the County Auditor's office or contact TCERS directly.

5.04 WORKERS' COMPENSATION

Employees are covered under the workers' compensation program, and *Panola County* pays the premium for that program. Workers' compensation pays medical coverage and wage replacement for employees injured in the course and scope of their duties for *Panola County*.

5.05 UNEMPLOYMENT COMPENSATION

Employees of *Panola County*, except for elected officials, are paid unemployment compensation benefits under the state program when the employee meets the requirements for unemployment compensation. *Panola County* pays the cost of this benefit.

5.06 EDUCATION AND TRAINING

When *Panola County* requires employees to participate in training programs, training costs are paid or reimbursed by *Panola County*, except meal reimbursement will only be paid if the employee requires an overnight stay. The time an employee spends away from work to attend the training program is considered work time. Authorization to attend professional seminars and certification courses are decided on a case-by-case basis by elected officials and department heads, within the constraints of the training and education budget, and subject to the approval of the *Panola County* Commissioners Court.