



Medina County Policy Manual



Policy: Wage Continuation Plan	Section: Pay Practices	Number: 3.050
Issued: 09/17/07	Reviewed/Revised:	Page #: 1 of 2

A. Scope

An employee who suffers a compensable work related injury or illness and whose medical provider determines their incapacity prevents them from working may receive their regular wages for lost time in lieu of compensation paid through the Bureau of Workers' Compensation (BWC) subject to the provisions set forth below.

B. Qualifications

1. The injury or illness must be determined to be compensable by the Medina County Board of Commissioners or its agent or, in the case of dispute, the Ohio Industrial Commission. In no event will compensation commence before all initial paperwork is completed and filed with Human Resources.
2. Competent medical proof of disability must be provided via Form C-84 or Physician's Update and Physical Capabilities form. The attending physician must complete the form in its entirety and affix his/her original signature to the form. Copies are unacceptable.
3. The employee must complete a [FROI-1 \(First Report of Injury \(Adobe Acrobat Reader required to open\)\)](#) application and sign a wage agreement, medical release and an election form.
4. The Medina County Board of Commissioners or its agents reserve the right to have their employee examined by a physician of its choice at the County's expense to confirm the medical diagnosis and/or period of disability. Failure to submit to examination will result in termination of wage continuation benefits.
5. At the discretion of the Medina County Board of Commissioners, wage continuation benefits will be paid only for those periods of lost time that otherwise would qualify the employee for receipt of workers' compensation lost time benefits, subject to the following limitations:
 - a. Attending physician releases employee to return to work.

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- b. Employee returns to work for another employer.
- c. Employee fails to return to a transitional "limited duty" assignment consistent with his/her medical restrictions as approved by the injured worker's treating physician.
- d. Employee fails to appear for county-sponsored medical examination.
- e. Employee has reached maximum medical recovery and/or the condition has become permanent.
- f. The claim is found to be fraudulent after payment has been commenced.
- g. The injured worker attempts to collect both wage continuation and temporary total compensation.
- h. Employment termination.
- i. Violation of any County policy or guideline.

C. Management Rights

1. Regardless of the above conditions of termination, the Medina County Board of Commissioners or its agents may, at its sole discretion, terminate wage continuation benefits at any time if disability exceeds six (6) months.
2. The Wage Continuation Plan and all benefits therein may be terminated at the discretion of the Medina County Board of Commissioners at any time.