


Thurston County Fire Protection District 8

DISTRICT PROCEDURE



POLICY TITLE:	Volunteer On-Duty Disability
POLICY NUMBER:	3-16-PR-02
REVISION:	0
DATE ISSUED/REVISED:	5 November 2021
FIRE CHIEF SIGNATURE:	

This procedure as part of *District Policy 3-16 "Disability Compensation"* shall cover disabilities as received while on-duty for all volunteer uniform and non-uniform members.

- 1) **Filing Requirements:** When any on-duty disability event occurs, the uniform volunteer member must ensure their supervisor is immediately notified and that a claim for volunteer relief provision is filed by the attending physician/hospital/medical care facility (or other appropriate person/entity) in accordance with State law and regulations. The Washington State Board for Volunteer Firefighters and Reserve Officers (BVFF) is the agency charged with the responsibility for administering the volunteers' relief program. Refer to *District Procedure 2-20-02 "Accident Reporting, Investigation and Documentation"*.

Non-uniform volunteer members are not covered under the BVFF volunteers' relief program, however, the District has third party insurance coverage with benefits equal to those provided by BVFF for disabilities incurred while in the service of the District. A non-uniform volunteer member shall immediately notify their supervisor and/or District Secretary who will coordinate the claim for the member.

- 2) **Relief Provisions:** The BVFF and District non-uniform volunteer relief provisions include a) payment of medical fees, b) hospitalization, c) initial disability compensation not to exceed the normal wage (up to six months), d) [after six months] a maximum amount as specified per month and e) reimbursement of disability related out-of-area travel costs based upon the Washington State rate.
- 3) **Tenure During Periods of Disability:** When a disabled volunteer member is on disability leave, they shall retain their tenure on the volunteer membership list as if continually in active status as long as they return to active duty full-time within six (6) months of the date of the disability event.
- 4) **Return to Duty:** Refer to *District Policy 3-15 "Member Fit for Duty Status"*.
- 5) **Permanent Disability:** In accordance with this Procedure when a disabled uniform volunteer member is unable to perform their essential job functions for a period of six (6) months the Fire Chief shall consider whether termination of membership is appropriate, taking into account the particular circumstances applicable to the volunteer member's situation. The Local Board of the BVFF shall consider the case and make a recommendation to the State Board of the BVFF for request of a full disability status for any uniform volunteer member.

If a uniformed volunteer member sustains a permanent partial disability as a result of an on-duty disability event, the State Board of the BVFF will examine the case to determine the extent of the disability based on the report of an independent examining physician or panel in accordance with State Department of Labor & Industries criteria. A settlement will then be offered to the permanently disabled uniform volunteer member.