

Supplemental Wage Benefit (SWB)

Employees who incur an illness or injury while at work are entitled to Worker's Compensation benefits through the City's Work comp provider; Texas Municipal League (TML). Worker's compensation provides medical care and pay (temporary income benefits -TIBS) that is paid at 70% of weekly earnings and regulated by the Texas Department of Insurance. The maximum weekly TIBS benefit for 2021 is \$1,007 per week.

The City of Frisco provides a supplemental wage benefit (SWB) for employees who lose earnings due to a work injury or illness. The supplemental wage benefit provides employees with supplemental pay so that an employee does not experience a loss of earnings while off work due to an on the job illness or injury.

How much do I get paid while I'm not able to work?

Texas Municipal League (TML) will issue TIBS payments covering 70% of your lost gross earnings and the city will supplement your pay so that the amount received from TML and the City's SWB is ***equal*** to your pre-injury or illness weekly gross earnings.

Example: John Smith earned \$1,200.00 per week before he was injured. He is not able to return to work for two weeks. John receives a weekly TIB payment of \$840.00 ($\$1,200 * 70\% = \840), until he returns to work. The City provides John with a SWB based on his gross base pay less the TIB payment received. **See Exhibit I**

Are the TIBS checks I receive taxed?

No, you do not pay taxes on workers compensation temporary income benefits (TIBS). However, the Supplemental Wage Benefit (SWB) is subject to taxes. SWB is calculated on your gross pay less the amount you receive from TIBS. This reduces the tax burden for you.

How do I get paid?

The supplemental wage benefit starts on the first day you begin losing time and paid through regular payroll. The weekly TIBS payments begin after seven consecutive days of lost time. The supplemental wage benefit begins with 100% of your base earnings and deducts the TIBS payments you receive each week. *Your TIBS checks will mail to your home address on file. Your SWB benefit will process bi-weekly through COF payroll the same as your regular payroll check.*

Example: You miss three days of work due to injury. You will not receive a TIBS check because TIBS does not begin until after seven consecutive lost workdays. You will receive 100% of base earnings (less taxes, TMRS, and benefit premiums) through the supplemental wage benefit for the three missed days of work.

I work part-time, will I still receive supplemental wage benefits?

Yes, Part/time seasonal employees are eligible for supplemental wage benefits.

How long will I receive the supplemental wage benefit?

The supplemental wage benefit will be provided for eligible injuries or illness for up to a maximum of 480 hours of missed work for regular full-time employees or 720 hours of missed work for shift firefighters for a rolling 12-month period looking backwards.

What if I am released to return to work with restrictions?

If you are released to return with restrictions the City will review your restrictions. If the City can accommodate your restrictions, you will be able to return to work in a temporary modified capacity. If the City can accommodate your restrictions and you refuse the modified duty assignment you are NO longer eligible to receive the SWB benefit from the City.

My TIBS check is hits the \$1,007 weekly maximum. Will the SWB benefit make up for the TIBS weekly maximum?

Yes, the SWB is your gross base earnings less the TIBS check amount.

Example: If your pre-injury base earnings is \$1,500 per week, your maximum TIBS check is \$1,007. The SWB check you receive is $\$1,500 - \$1,007 = \$493$ less your taxes and deductions

When entering my time in Kronos, what coding do I use?

When you are off work for a work-related injury or illness, use the Workers Comp Cont. code to track your time. *The injury or illness must be reported to HR for the use of the Worker Comp Cont. code to be approved.*

When I reached the maximum allowed for supplement wage benefits ends, can I use my sick/vacation time to cover the earnings shortfall of TIBS 70% payment?

Yes, you can use your Sick/vacation accruals up to 30% of pre-injury earnings.

Will TMRS and benefit deductions continue while I am off work?

Yes, all deductions continue to be deducted from the SWB. If the SWB amount does not cover all your regular deductions, the amount in arrears is made up on the next SWB payment or when you return to work full time.

Will I accrue leave while I'm out?

Yes, you will continue to accrue while you are out of work due to a worker's compensation injury.

Is my job protected?

FMLA runs concurrent with your workers compensation injury. In the event, your FMLA has exhausted, then you may be eligible for City Leave of Absence for up to 90 days of coverage. If you are unable to return to work after FMLA and City leave of Absence exhausts you may request an ADA (American with Disabilities Act Amendments Act) accommodation by contacting the City's leave administrator, The Hartford.

EXHIBIT I

Supplemental Wage Benefit (SWB)

John Smith is a full-time employee who was injured while at work. He went to an approved workers comp doctor and was removed from work for 3 weeks. As John is now out of work, he would be eligible to receive both TIBS from TML along with SWBs from the City. John earns \$2,400 every 2 weeks (\$1,200 a week). TIBS 70% weekly check amount is \$840.00 which is 70% of his weekly earnings of \$1,200. SWB would pay the difference in the amount of \$315.00.

	Weekly at work pay	Weekly Pay While off work
Gross pay	\$1,200.00	\$1,200.00
TIBS check	Not Applicable	\$840.00
15% Estimated Tax*	\$180.00	\$54.00
Check Amount	\$1,020.00	\$306.00
*Note:	Taxed on \$1200	Taxed on (1200-840)

You receive

TIB Weekly Check	\$840
SWB Weekly Amt	\$306.00
SWB Check Plus TIB Check	\$1,146
Net Difference from Working / Off Work	\$126.00

TMRS Deduction	\$84.00	\$84.00
TMRS note:	Calculated on Gross Pay	