

ADMINISTRATIVE REGULATIONS

OFFICE OF THE CITY ADMINISTRATOR

Number: 215
Sections: 1-6
Effective Date: 11/14/84

SUBJECT: Medical Expense Payment for Off-Duty Approved Team Sport Injuries

1. Purpose. To establish a procedure for approval and control of off-duty team sports activity, including payment for medical expense resulting from injury or illness occurring during such activity.

2. Authority.

2.1 Charter of the City of Huntington Beach, Section 401.

2.2 Resolution No. 5363.

3. Application. This regulation shall apply to all departments and employees organizing sports teams to represent the City. This regulation does not apply to employee's teams in recreational sports leagues or to employees exercising or training individually with other employees.

4. Policy. Employees receiving injuries resulting from activities related to approved sport teams organized to represent the City shall receive additional medical coverage, as described in this regulation, but shall not be covered by worker's compensation provisions in regards to such injuries/accidents.

5. Responsibilities. Compliance shall be the responsibility of the employee or employees who are organizing a team to represent the City. Department heads shall ensure compliance by those employees under their control. Insurance and Benefits Division shall process applications submitted by sports teams and ensure proper approvals are obtained prior to payment of benefits.

6. Procedure.

6.1 Sports Teams. The person responsible for managing and coordinating the activities of a team shall submit the following information to the Insurance and Benefits Manager on the Application Form attached as Exhibit "A".

6.1-1 Name of team and sport in which it will participate.

6.1-2 Name of person responsible for managing/coordinating the team activities, name of coaches and trainers, with release signed by each.

6.1-3 Names and departments of all team members, with release form signed by each.



6.1-4 Dates, times and locations where the team will be practicing, preparing and playing.

6.1-5 Names of sponsors, if any.

6.1-6 Money to be generated from the activity and disposition of same. Method of deposit and control of funds, name(s) of employees who have financial responsibility for money generated.

6.1-7 Benefit to the City.

6.2 Additional Medical Coverage for Approved Team Sports Activities. The Insurance and Benefits Manager shall submit a report and recommendation to the City Administrator regarding each application by a sports team pursuant to this Administrative Regulation. When the sports team activity has been approved by the City Administrator, the employee participants shall be eligible for medical coverage under the Employee Health Plan at 100% of the UCR and no deductible shall be imposed. Those employees whose medical coverage is with either Family Health Plan or Health Net shall receive coverage according to the terms and conditions of those respective plans. The above coverage applies only to injury or illness due to the approved team sports activities.

6.3 Police Gym and Other City Facilities. Employees who utilize these facilities shall be deemed to be voluntarily doing so and such activities shall not be considered job related for any purpose. Any injury or illness arising from such voluntary activity shall be covered by the provisions of the Employee Health Plan or one of the HMO plans. No Worker's Compensation or industrial disability retirement benefits shall apply. Employees using the Police Gym shall comply fully with the rules and regulations established for the use of that facility. This provision does not apply to activities ordered by the department as a condition of employment.

6.4 Approved team sports activities are voluntary, off-duty activities of employees. Voluntary participation by employees in off-duty recreational, social or athletic activities shall not be considered part of an employee's work-related activities. Pursuant to California Labor Code Section 3600 and other applicable provisions of state law, the city shall not have any liability for payment of workers' compensation benefits for any injury which arises out of an employee's voluntary participation in such activities. Participation by employees in off-duty recreational, social, or athletic activities is not a reasonable expectancy of, nor an express or implied requirement of, employment.


City Administrator