

## **Craig Tiger Act**

### **Who is covered?**

This benefit is extended to First Responders which includes Firefighter, Fire Engineer, Fire Captain, Fire Battalion Chief, Deputy Chief, Assistant Fire Chief, and Fire Chief.

### **What do I need to do to access services?**

Review all of the information and documents under the “Craig Tiger Act” section of the employee portal on the Sun City Fire & Medical Department website, including the instructions. Complete the Traumatic Event Reporting form and submit to HR.

### **How many visits do I get?**

Per ARS 38-673, the individual is entitled to 12 initial visits with the option for 24 additional visits within one year after the first visit if a licensed health care provider determines that the additional counseling is likely to improve the employee’s condition. That is a total of 36 visits paid for by the Sun City Fire District.

### **What provider(s) can I use?**

Employees may choose to seek counseling through a provider of their choice or through a provider on the district’s preferred provider listing, which includes the District’s Employee Assistance Program (EAP).

### **What makes a qualified provider?**

Per ARS 38-673, “licensed counseling” means counseling provided by a licensed mental health professional.

### **How does this impact workers compensation?**

There is no presumption of a claim that is compensable under workers’ compensation for an employee who utilizes licensed counseling visits pursuant to the Craig Tiger Act. The employee may choose to file a workers’ compensation claim.

### **How does this impact my wages, Paid Time Off (Sick leave, Personal Leave and Vacation Leave), and Family Medical Leave Act (FMLA)?**

Per ARS 38-673(C), if the employee leaves work to attend a treatment visit, they will be paid regular wages instead of using any form of paid time off. If the licensed mental health professional determines the employee is not fit for duty while receiving treatment, the employee should reach out to Human Resources. If the employee is placed in a no work status, wages must continue for 30 calendar days regardless of paid time off leave balances. Time off work for appointments and/or time off work during a no work status may run concurrent with FMLA (Family Medical Leave Act).

### **Where can I go for more information?**

For additional information, please contact the Human Resources Department at 623-974-2321.