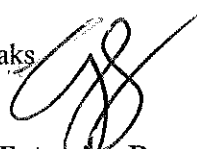


MEMORANDUM

TO: Board of Industrial Relations

FROM: George E. Speaks
Director 

SUBJECT: Injury Leave Extension Request
Judy Lawrence – Police Officer

DATE: May 16, 2016

Attached is a request for an injury leave extension made by Officer Judy Lawrence. All information required by Rule 5 of the Board of Industrial Relations Rules and Regulations are enclosed.

On January 2, 2014, Officer Judy Lawrence was injured while assisting a motorist on I-71. A passing motorist lost control and hit the stationary car which rolled over Officer Lawrence. She suffered multiple severe injuries including leg, ankle and foot fractures. She underwent several surgeries and was under the care of a neurologist and pain care spine specialist.

Officer Lawrence was off work from the date of the accident until she returned to work on a limited basis. Her work hours were gradually increased until she was able to tolerate an eight (8) hour workday by mid-August 2015. On November 5, 2015, Officer Lawrence returned to work fully duty.

Officer Lawrence's initial 180 day injury leave was exhausted on July 2, 2014. She applied for, and received, a second contractual extension of 180 days, which was exhausted on December 29, 2014.

This request for additional injury leave is made pursuant to Rule 5 of the Industrial Relations Rules and regulations. The request is for the time period from December 29, 2014 through November 4, 2015. This encompasses 509.9 hours, or 64 days of injury leave.

I am requesting approval of this request, as appropriately documented. Your consideration is appreciated. If you have any questions or concerns, please contact Brooke Carnevale at 645-8210.

cc: Miranda Vollmer, Human Resources Manager, Division of Police
Joe Somrack

Enclosures
16-GES-05



MEMORANDUM

TO: Brooke Carnevale
Human Resources Officer

FROM: Miranda Vollmer *MMV 2/1/16*
Human Resources Manager

SUBJECT: Police Officer Judy Lawrence; Second Injury Leave Extension Request

DATE: February 1, 2016

The Division of Police is requesting that Officer Judy Lawrence's request for a second extension of injury leave be forwarded to the Industrial Relations Board for consideration. On January 2, 2014, Officer Lawrence was injured while assisting a motorist on I-71. A passing motorist lost control and hit the stationary car which rolled over Officer Lawrence. She suffered multiple severe injuries including leg, ankle, and foot fractures.

Officer Lawrence underwent several surgeries and was under the care of a neurologist and a pain care spine specialist. She was off work from the date of the accident until she returned on a limited hour basis on January 15, 2015. When Officer Lawrence returned to work, her doctors restricted her to four hours at the outset. Her work day hours were gradually increased until she was able to tolerate an eight hour day by mid-August, 2015. On November 5, 2015, Officer Lawrence was released to full duty by her doctors.

Officer Lawrence's initial 180 day injury leave was exhausted on July 2, 2014. She applied for, and received, a second extension of 180 days, which was exhausted on December 29, 2014.

This request for a second extension under Rule 5 of the Industrial Relations Rules and Regulations is for the time period from December 29, 2014 through November 4, 2015. This encompasses 509.9 hours, or 64 days, of injury leave.

Officer Judy Lawrence has been fully compliant with the Division of Police and CareWorks during her recovery and remained in contact with the Employee Benefits Unit as required.

Date of Hire	10/06/85
Work Attendance	See Attached
Medical/Accident Information	See Attached
Return to Work Date (Full Duty)	11/05/15
Division Recommendation	Consideration by IRB

DIVISION OF POLICE

Intra-Divisional

January 14, 2016

TO: Kim Jacobs, Chief of Police

FROM: PO Judy Lawrence #1206, Municipal Court Call-Off Officer

SUBJECT: Injury Leave Extension

RE: Pursuant to Rule 5 of the Rules and Regulations Board of Industrial Relations

Ma'am

I am writing today to request an extension of Injury Leave from December 29, 2014 to November 4, 2015, a total of 64 days. This request is per Rule 5 of the Rules and Regulations of the Board of Industrial Relations and as indicated on my Injury Approval Letter from City of Columbus then Director of Human Resources, Chester C. Christie.

I was involved in a serious on-duty accident on January 2, 2014 while working freeway patrol. I was struck and pinned under a vehicle which caused numerous serious injuries. I had to rebuild the strength in my left arm, grip strength, range of motion and flexibility in my neck. My left ankle and leg were rebuilt so I had to regain mobility and strength in the leg.

My doctor released me to a restricted duty capacity with limited work hours on January 15, 2015. I slowly increased my work hours so I would not reinjure the nerves in my left arm from my neck injury. I went to physical therapy 2 to 3 times a week and followed a home program. I was able to work a full day without pain in mid-August. Finally on November 4, 2015, I was released to full duty.

Per the Injury Leave Approval letter from Chester C. Christer, City of Columbus, Director of Human Resources, additional time may be approved with appropriate medical documentation. It is under that, and Rule 5 of the Rules and Regulations of the board of Industrial Relations, that I am requesting the additional 64 days.

I have included a letter from Dr. Lisa Lowery explaining my injuries and treatment and a copy of the accident report. Also, below I have listed the allowed conditions from the Bureau of Workers Compensation:

- 310.2 Post-concussion syndrome
- 807.02 Fracture two ribs – closed left
- 823.82 Fractured tibia with Fibula NOS-cl left
- 824.8 Fractured ankle NOS-Closed left
- 847.1 Sprain thoracic region
- 850.11 Concussion-brief coma {31mm
- 873.8 Open head wound NEC scalp
- 840.9 Sprain shoulder/arm NOS, left
- 847.0 Neck Sprain
- 848.41 Sprain stern clavicular left
- 873.8 Open wound on head, neck and face
- 353.0 Brachial plexus lesions
- 805.2 T1 vertebral fracture

If you need anything else please contact me.

Respectfully Submitted,



Officer Judy Lawrence #1206



LISA LOWERY, M.D., INC.

Specialized Arthroscopy/Sports Medicine

Board Certified

Orthopedic Surgeon

January 6, 2016

RE: Judy Lawrence

DOB: 10/24/1961

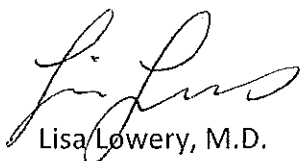
To whom it may concern:

This letter is in regard to my patient, Judy Lawrence, who sustained multiple severe traumatic orthopedic nerve and spinal cord injuries on January 2, 2014. She has progressively made excellent progress. She is under the care of multiple physicians. She still has some significant deficits, especially in regard to the left brachial plexus and ulnar nerve. She also diminished range of motion of her cervical spine and pain in the cervical spine due to fractures. She is still on an extensive home exercise program.

Especially due to her neurologic deficits and injuries, her ability to return to work was very gradual and had to take place in stages. She began initially working partial days with limitations and eventually was able to tolerate 8 hours a day without a setback in her symptoms. She did eventually return to full duty status, but again she will be under the care of multiple physicians for an extending period of time due to the severity of her injuries.

If you need any further information, please feel free to contact my office.

Sincerely,



Lisa Lowery, M.D.
LKL/td