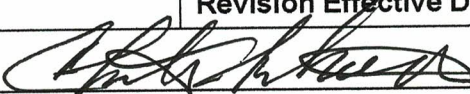




Pine-Strawberry Fire District Employment Practices 2-5

Subject: Light Duty Assignments	Page: 1 of 2
Board Approval Date:	Effective Date:
Revision Approval Date:	Revision Effective Date: 9/1/2023
Board Chair Signature & Date: 	

I. POLICY:

The Pine-Strawberry Fire District policy is to provide light duty assignments when possible, where there is a need within the district and within the budget capacity of the district..

II. PURPOSE:

The purpose of this policy is to provide light duty assignments for the benefit of the District when appropriate.

III. LIGHT DUTY ASSIGNMENTS

- A. Light duty assignments shall be available only when there is a demonstrated need for the District to offer it and there is no guarantee that light duty assignments will be available.
- B. A member unable to perform normally assigned duties due to a workers' compensable District related illness/injury or off duty illness/injury may, at the discretion of the Fire Chief, be placed in a position the member is capable of performing on temporary light duty as certified by the treating medical practitioner.
- C. Prior to return to normal duty status from light duty members shall be required to successfully complete a physical assessment by a medical practitioner designated by the Fire Chief or Health and Safety Officer.
- D. The member will also be required to successfully complete a Physical Performances Assessment applicable to their position.

E. Any light duty assignment will be temporary and shall not be construed as an accommodation under the Americans with Disabilities Act (ADA).

F. Decisions concerning pay, status, and the ill/injured individual's ability to function effectively in any capacity with the District will be made on a case-by-case basis.

G. Light duty assignments shall be at the Fire Chief's discretion.

1. Light Duty assignments shall not exceed 60 days without Board approval.

H. Members assigned to light duty must sign an agreement stating the understanding that any such assignment is temporary in nature.

I. Light duty assignments are not normally available to Reserve members.