




# Pine-Strawberry Fire District

## Employment Practices

### 2.5

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#### I. POLICY:

The Pine-Strawberry Fire District (PSFD) 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. 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 performance 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 within 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.