
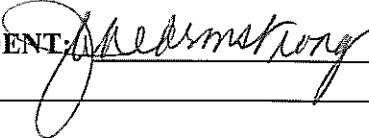



Scotts Valley Fire Protection District	
POLICY: 1107	SUBJECT: Light Duty Assignments
DATE APPROVED: 9/12/2012	
BOARD PRESIDENT: 	FIRE CHIEF: 

Policy 1107: Light Duty Assignments

1. ***Workers' Compensation for on-the-job injuries of "Safety Personnel" per Labor Code Section 4850 -***


Firefighter personnel who are not able to perform their normally assigned job because of an on-the-job injury are obligated to perform light duty within the restrictions of the injury. Personnel will normally be assigned administrative duties that will be allowed by the treating physician.

Process for light duty assignment:

- A. An on-the-job injury that precludes an employee from performing their assignment.
- B. The employee will miss his/her normally assigned shift as a result.
- C. The treating physician will designate, in writing, any restrictions and projected date of release to full duty.
- D. Light duty assignments are typically assigned on a 40 hour per week basis as determined by the fire chief pursuant to the fitness for duty and return to work SOP 1121.
- E. Return to full duty is based on release of treating physician.
- F. Additional assessment by the district's physician may be required based on the nature and extent of the injury.

2. ***Sick Leave*** - In certain circumstances, personnel may be assigned light duty administrative assignments for injuries that occur outside of their employment. The purpose is to maintain contact for the employee, particularly in extended cases and to complete work that would otherwise go undone.

Hours worked will offset sick leave hours required for an employee to take off for extended sick leave. This privilege will be specifically authorized by the fire chief.

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Under no circumstances will the hours worked on light duty exceed the hours taken off for sick leave.

Procedure for requesting light duty when on sick leave:

- A. Employee's treating physician will provide a "release to light duty" listing any restrictions and limitations.
- B. A determination will be made by the fire chief as to available work that meets the limitations of the restrictions.
- C. If work is available, the fire chief will assign the employee to a work schedule that is best suited for the assignment.
- D. Each hour worked may be used to offset a sick leave hour.
- E. Every effort shall be made for the employee to return to full duty as soon as possible. A release from the treating physician will be required for return to full duty.
- F. Additional assessment by the district's physician may be required based on the nature and extent of the injury/illness.