

**CITY OF FERGUSON
OFFICE OF THE CHIEF OF POLICE**

Index as:

Limited Duty

Light Duty

LIMITED DUTY

211.00 PURPOSE

The purpose of this General Order is to establish a limited duty policy for those employees on disability leave due to an on-duty injury/illness/condition. Although a limited duty policy may cause the Department to make staffing adjustments, it is felt that in most cases, limited duty is therapeutic and can speed an employee's recovery. It allows an employee to maintain basic skills and/or learn new skills and enables the Department to utilize an employee in a useful role during convalescence.

211.01 POLICY

It shall be the policy of this Department to provide, when reasonably feasible, a limited duty assignment for any full-time employee on disability. The City cannot guarantee the availability of a light duty assignment. Granting Light duty is at the sole discretion of the City.

211.02 PROCEDURE

- A. A limited duty assignment shall be considered temporary and shall not extend past the time frames set forth in the order, unless so designated by the Chief of Police.
- B. While on limited duty, employees shall maintain the pay grade assigned to their normal full-duty assignment.
- C. If commissioned employees are placed on limited duty status, they will continue to wear the Department uniform unless otherwise direct by the Commander of Field Operations.
 - 1. Unless physically unable to do so, officers, restricted to civilian attire shall be permitted to carry their weapon(s) and Department-issued badge, concealed, both on and off duty.
 - 2. No employee so authorized shall initiate any police action unless a life-threatening situation exists and no reasonable alternative course of action exists.

D. Employees may not work secondary employment where police powers are necessary while on limited duty and must abide by the same restrictions and limitations as their limited duty assignment.

E. Limited Duty Assignments

1. The employee will be expected to return to work immediately upon written release from the physician. If the previous position is not available, the supervisor will work with the physician to return the employee to another position that the physician approves. Reasonable accommodations will be made for a partially disabled employee. Every reasonable effort will be made to keep the injured or ill employee's job open during the approved leave, but the job is not guaranteed.

2. If necessary, the supervisor may attempt to locate a "light duty" position in the same or another department for the employee. Granting light duty is at the sole discretion of the City.

3. An employee on light duty assignment will return to the physician on a schedule determined by the physician for evaluation for return to regular duty.

4. An employee who objects to the return-to-work program recommended by the physician/supervisor team may appeal to his department head for consideration of a different assignment. An employee who refuses to cooperate with the prescribed return-to-work or light duty program at that point may be subject to disciplinary action, up to and including termination.

F. Employees Returning to Full-Duty Status.

Prior to returning to full-duty status, employees shall provide to the Chief of Police a "Release" from their attending physician indicating that they have recovered from their illness/injury/condition and are capable of performing all the duties of their permanent duty position.

For additional information on "Light Duty" see City of Ferguson "*Personnel Rules and Regulations October 2009*".

By order of:



Distribution
All Department Personnel

COLONEL THOMAS JACKSON
Chief of Police

MPCCF Reference 11.3