



Limited Duty

.01 Policy

Temporary restricted duty assignments may be made available to employees who, because of injury or illness are temporarily unable to perform their regular assignments, but who are capable of performing alternative duty assignments.

It is the policy of the Bladensburg Police Department that eligible employees are given a reasonable opportunity to work in temporary limited duty assignments where available and consistent with this policy.

.02 Terms

Eligible Personnel: Any full time employee of the Police Department who is suffering from a medically certified illness, injury, or other medical condition requiring treatment from a licensed healthcare provider and who, because of injury, illness, or other medical condition is temporarily unable to perform a regular assignment, but is capable of performing limited duty assignments.

Job Related Injury or Illness: Any injury or illness to employees resulting from the performance of their duties with the Town of Bladensburg.

.03 Governing Legislation and Reference

Governing Legislation: N/A

Forms:

Attending Physician's Notification (Form 629).

Reference:

General Order 227, Employee Injury or Illness.

.04 Procedure

A. General Provisions

Temporary restricted duty assignments are limited in number and variety.

Employees with job related injuries or illnesses may be given reference to limited duty assignments over employees with off-duty injuries or illnesses.

Assignments may be changed or terminated at any time.

No specific position within the Police Department is established for use as a temporary limited duty assignment nor will any existing position be designated or utilized exclusively for employees on temporary limited duty.

Limited duty assignments are strictly temporary and normally will not exceed three months (90 calendar days) in duration. After 90 days, employees on temporary limited duty who are not capable of returning to their original duty assignment may do one of the following:

- Present a request for extension of temporary limited duty with supporting documentation through the Chain of Command to the Chief of Police; or,
- Pursue other options as provided by the employment provisions of Town, State, and Federal Law.

B. Other Limited Duty Restrictions

Employees on temporary limited duty are prohibited from engaging in outside employment in which they may reasonably be expected to perform functions for which they have been determined physically or mentally unable to perform for this Department and which form the basis for their temporary limited duty assignment.

Limited duty assignments will not be made for disciplinary purposes.

Employees with duty related injuries or illnesses may not refuse temporary limited duty assignments that are consistent with the medical restrictions of the health-care provider.

Assignments to temporary limited duty for related injuries or illnesses will not affect employees' pay classifications, pay increases, promotions, transfers, retirement benefits, or other special assignment status.

This policy in no way affects the privileges of employees under provisions of Law Enforcement Officers' Bill of Rights.

Depending on the nature and extent of the injury or illness, employees on temporary limited duty may be prohibited from wearing the

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Department uniform, carrying the service weapon, or otherwise employing police powers; as determined by the Chief of Police.

C. Requests for and Assignment to Temporary Limited Duty

Requests for temporary limited duty assignments shall be submitted through the Chain of Command to the Chief of Police. Requests shall be accompanied by a statement of medical restrictions to support a requested reassignment and must be signed by the attending healthcare provider. The statement shall include an assessment of the nature and probable duration of the injury or illness, prognosis for recovery, nature of work restrictions, and an acknowledgment by the healthcare provider of familiarity with the limited duty assignment and the fact that the employee can physically assume the duties involved.

A request for temporary limited duty and the employee's medical restrictions shall be forwarded to the Chief of Police for final approval.

The Department may require employees to submit to an independent medical examination by a healthcare provider of the Town's choosing. In the event the opinion of the second healthcare provider differs from the employee's personal healthcare provider, the employee may, at his or her own expense, request a third opinion.

Employees and representatives of the Department will cooperate and act in good faith in selecting a third healthcare provider and both parties will be bound by that medical decision.

An employee who has not requested temporary limited duty may be recommended for such assignment by their immediate supervisor or command staff. Such request shall be accompanied by an evaluation of the employee by a licensed healthcare provider that indicates the employee is or is not capable of performing the limited duty work or by a request or order for a medical or psychological fitness for duty examination.

As a condition of continued assignment to temporary limited duty, employees may be required to submit to physical assessments of their condition as specified by the Department or Town Personnel Law.

Compensation for time spent by employees in obtaining treatment for a duty related injury or illness shall be consistent with the Town's personnel law.

Employees in temporary limited duty assignments will participate in all required firearms and in-service training unless their medical restrictions prohibit.

D. Extended Injuries or Illnesses

Extended injuries and illnesses include, but are not limited to pregnancies, major surgeries, and long term illnesses which may be longer than 90-days in duration.

In any case, employees may be eligible for temporary limited duty assignments as available and as appropriate to their physical capabilities and medical restrictions for a maximum of 90-days; unless an extension has been granted by the Chief of Police.

When temporary limited duty assignments are unavailable, employees may pursue other forms of medical or family leave as provided for by Town, State, and Federal Laws.

Employees shall receive a Attending Physician's Notification Form from a supervisor. The member's physician shall complete the form detailing medical restrictions which document:

- The employee's physical ability to perform his/her present assigned duties;
- The physician's appraisal that the type of work being performed will not further injure or aggravate the illness or injury; and,
- Any recommended restrictions or modifications that affect temporary limited duty assignments.

Employees may be permitted to continue working their regular assignment until their medical restrictions prohibit them from performing the functions of the job.

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HISTORY: Adopted July 1, 2012

This General Order supersedes all other orders and memoranda in conflict therewith.

Authority:

A handwritten signature in black ink, appearing to read "Charles L. Owens". The signature is written in a cursive style with large, looping letters.

Charles L. Owens
Chief of Police