



MASON COUNTY FIRE DISTRICT #4

TITLE: **LIGHT DUTY**

CHAPTER: 2000 NUMBER: 2240 APPROVED: 10-07-2008

APPROVED: **Signature on file** Bob Burbridge, Chief

The District values the health and well being of all employees. The District has established a Light Duty program which provides the opportunity for the District and the employee to be productive when the employee is not capable of performing his/her full range of essential duties as described in their regular Job Description due to injury or illness.

Light Duty programs speed up the recovery and return of the injured employee to productive employment. They also reduce the time loss costs associated with injuries or illness.

Policy

The Fire Chief reserves the right to offer or not offer light duty work based on the medical limitations of the employee, skills of the employee and the availability of appropriate alternative work.

The Fire Chief may require a LEOFF II or PERS employee to perform light duty work, subject to the definition and procedures below.

Light Duty work may be available to those employees who, in the opinion of a physician, are in the process of, or capable of, recovering from an injury or illness and will be capable of performing their full range of duties within a reasonable timeframe.

Employees assigned to Light Duty shall not perform duties not approved by a physician. It is our intention to provide meaningful work activities while avoiding further suffering or aggravation of the injury or any other negative effect on the recovery process.

A Light Duty work assignment is not intended to fill or replace an authorized full time position.