

	RULES AND REGULATIONS	Modified Duty
	Revised Date: 9/08/2020 1/1/2026	Article: II Section: 200.09
	Effective Date: 8/10/2011	Pages: 2
	Kevin Ward Board Chairman	Paul Sullivan <u>Britt Clark</u> Fire Chief

I. Purpose:

To provide policies and procedures for the administration of modified duty for those who qualify or obtain administrative approval.

II. General:

Employees who experience a work-related injury or illness may qualify for modified duty, as outlined in this policy. Further, the Chief has discretion to provide modified duty assignments to employees based on unique circumstances.

III. Modified Duty Assignment:

Modified duty assignments allow employees to work either a 40-hour or non-combat shift assignment when injured and not able to perform regular duty (as determined by a physician and the fit-for-duty process).

Employees may qualify for modified duty based on the nature of injury, whether on or off duty, and other factors as outlined in this policy.

Employees assigned to modified duty may be temporarily assigned to the Community Risk Reduction (CRR) Division. Assigned duties may include, but are not limited to, conducting business inspections, completing pre-incident plans, performing hydrant inspections, and assisting with other duties as assigned by Chief Officers. All modified duty assignments shall be consistent with the employee's medical restrictions and the District's operational needs.

On-Duty Injury

Employees who are unable to fulfill their normal duties due to an on-duty injury, and are approved by a physician to perform a modified duty assignment, will be assigned to modified duty. Employees who refuse a modified duty assignment, may risk losing worker's compensation benefits.

Off-Duty Injury

Employees who are unable to fulfill their normal duties due to an off-duty injury, and are approved by a physician to perform a modified duty assignment, may be assigned

to modified duty based on availability. Availability will be decided by the Administrative Chief Officers and the ~~Administrative~~ Financial Services Manager.

Pregnancy

The Utah Antidiscrimination Act requires an employer to make a reasonable accommodation for an employee for pregnancy, childbirth, breastfeeding, or a related condition, upon the employee's request (Utah Code 34A-5-106(1)(g)). Per Utah Code, an employer may not deny a reasonable accommodation unless the "employer demonstrates that the accommodation would create an undue hardship on the operations of the employer".

Therefore, the District has determined that a pregnant employee who is unable to fulfill their normal duties due to pregnancy, and is approved by a physician to perform a modified duty assignment, will be assigned to modified duty if requested by the employee.

IV. Return to Regular Duty

Line personnel cannot return to normal duty until a Physician Fit for Duty Form (WFD Form 2013A) is completed by the physician and submitted to administration for approval to return to duty.