

Current Version in Effect

AVON VOLUNTEER FIRE DEPARTMENT <i>Administrative Operating Guidelines</i>		AA-6 Page 1 of 2
SECTION: Administrative Action	TOPIC: Limited Duty Status and Modified Duty Statuses	
Authority: Board of Directors	Effective Date: 3/6/1996	Revision Date: 08/31/2021

Scope: This guideline defines the Limited Duty Status and Modified Duty for the members of this Department.

Limited Duty Status

Whenever the Chief shall have reason to believe that an operational member is temporarily or permanently incapacitated so as to impair his or her proper performance as a Firefighter, the Chief shall take the member off the line. The Board of Directors and the Department Medical Officer (if as a result of a medical issue) shall be notified that a member is being placement on Limited Duty Status. The Board of Directors may, by majority vote of the Board members present, place such member in a Limited Duty Status.

1. Any member placed in Limited Duty Status shall be notified in writing that he has been placed in that status. The letter shall also describe the duties that the member is no longer authorized to perform as well as the duties they are authorized to perform. The notification shall also advise the member of the duration of the Limited Duty and whether a medical examination is required before return to active duty.
2. If an examination is required before the return to full duty status, it will be done by a medical professional as designated by the Department, at no expense to the member. The Chief's designee shall provide a list of providers authorized by the Board of Directors.
3. Any member in a Limit Duty Status shall retain all the rights and privileges of any Regular member.
4. The Chief may secure any or all Department property in the possession of any member in Limited Duty Status.
5. The Chief can request the Board of Directors to consider expulsion for any member placed in Limited Duty Status who continues to perform such duties that they are no longer authorized to perform.

Any member who feels the assignment to Limited Duty Status is not justified may request a hearing before the Board of Directors.

Any operational member whose Limited Duty Status exceeds twelve (12) months must have their gear collected and be reassigned within the organization if feasible, retired if eligible, or consider resignation. Return to Active Status will require a complete physical examination and physical performance qualification.

Any operational member who fails to pursue reassignment to Active Status within 30 days of the anniversary date of initial approval of Limited Duty Status shall be considered to have voluntarily resigned from the Department and will be dropped from the membership rolls. Reinstatement shall require re-application to the Department in accordance with the procedures set forth in AA-1 Application and Probationary Regulations.

Modified Duty Status

The Chief or his designee shall have the authority to assign temporary Modified Duty Status, with limitations specified in writing to injured, ill, or otherwise disabled members upon the recommendation of the Department physician or department-approved physician, for conditions expected to be of such duration and severity as not to merit Board action and assignment of Limited Duty status, or complete removal from the line of duty.

Modified Duty may be assigned to members for whom scene response is authorized but activities will be performed at a lower response level. Members assigned to Modified Duty Status that are not authorized to respond to scenes may be placed in Limited Duty Status.

Any operational member whose Modified Duty Status exceeds 180 days shall be referred to the Chief for reassignment to Limited Duty Status. Return to Active Status will require a complete physical examination and physical performance qualification if applicable.

Proposed Changes

AVON VOLUNTEER FIRE DEPARTMENT <i>Administrative Operating Guidelines</i>		AA-6 Page 1 of 2
SECTION: Administrative Action	TOPIC: Limited Duty Status and Modified Duty Statuses <u>Restricted Duty and Light</u> <u>Duty</u>	
Authority: Board of Directors	Effective Date: 3/6/1996	Revision Date: 08/31/2021 <u>04/05/2022</u>

Scope: This guideline defines the ~~Limited~~**Restricted** Duty Status and ~~Modified~~**Light** Duty **Status** for the members of this Department.

Limited Duty Status

~~Whenever the Chief shall have reason to believe that an operational member is temporarily or permanently incapacitated so as to impair his or her proper performance as a Firefighter, the Chief shall take the member off the line. The Board of Directors and the Department Medical Officer (if as a result of a medical issue) shall be notified that a member is being placement on Limited Duty Status. The Board of Directors may, by majority vote of the Board members present, place such member in a Limited Duty Status.~~

- ~~6. Any member placed in Limited Duty Status shall be notified in writing that he has been placed in that status. The letter shall also describe the duties that the member is no longer authorized to perform as well as the duties they are authorized to perform. The notification shall also advise the member of the duration of the Limited Duty and whether a medical examination is required before return to active duty.~~
- ~~7. If an examination is required before the return to full duty status, it will be done by a medical professional as designated by the Department, at no expense to the member. The Chief's designee shall provide a list of providers authorized by the Board of Directors.~~
- ~~8. Any member in a Limited Duty Status shall retain all the rights and privileges of any Regular member.~~
- ~~9. The Chief may secure any or all Department property in the possession of any member in Limited Duty Status.~~
- ~~10. The Chief can request the Board of Directors to consider expulsion for any member placed in Limited Duty Status who continues to perform such duties that they are no longer authorized to perform.~~

~~Any member who feels the assignment to Limited Duty Status is not justified may request a hearing before the Board of Directors.~~

~~Any operational member whose Limited Duty Status exceeds twelve (12) months must have their gear collected and be reassigned within the organization if feasible, retired if eligible, or consider resignation. Return to Active Status will require a complete physical examination and physical performance qualification.~~

~~Any operational member who fails to pursue reassignment to Active Status within 30 days of the anniversary date of initial approval of Limited Duty Status shall be considered to have voluntarily resigned from the Department and will be dropped from the membership rolls. Reinstatement shall require re-application to the Department in accordance with the procedures set forth in AA-1 Application and Probationary Regulations.~~

~~Modified Duty Status~~

The Chief or his/~~her~~ designee shall have the authority to assign ~~temporary~~ a member to mModified Duty-duty Status on a temporary basis, with limitations specified in writing ~~to injured, ill, or otherwise disabled members~~ upon the recommendation of the Department physician or department-approved physician, for conditions expected to be of such duration and severity as not to merit ~~Board action and assignment of Limited Duty status, or~~ complete removal from the line of duty.

- **Restricted Duty** shall be assigned to members for whom scene response is authorized but certain tasks are limited as ordered by the Department physician or department-approved physician.

Restricted Duty Status will be re-evaluated after six (6) months to determine if the member can return to Active Status. Extension of Restricted Duty Status will be determined on a case-by-case based depending on individual circumstances.

- **Light Duty** shall be assigned to members for whom scene response is not authorized, but appropriate support activities may be authorized (teaching, managerial, administrative and similar roles). Personnel assigned light duty shall not be authorized to operate departmental vehicles or firefighting/ rescue equipment.

~~Modified Duty may be assigned to members for whom scene response is authorized but activities will be performed at a lower response level. Members assigned to Modified Duty Status that are not authorized to respond to scenes may be placed in Limited Duty Status.~~

~~Any operational member whose Modified Duty Status exceeds 180 days shall be referred to the Chief for reassignment to Limited Duty Status. Return to Active Status will require a complete physical examination and physical performance qualification if applicable.~~

Any member whose Light Duty status exceeds ninety (90) days must have their gear collected and be reassigned within the organization if feasible, retired if eligible, or consider resignation. Return to Active Status will require a complete pre-placement physical examination and physical performance qualification.

Any member who fails to pursue reassignment to Active Status within 30 days of the expiration date their Light Duty Status shall be considered to have voluntarily resigned from the department and will be dropped from the membership rolls.

Proposed Version Pending Approval

AVON VOLUNTEER FIRE DEPARTMENT <i>Administrative Operating Guidelines</i>		AA-6 Page 1 of 2
SECTION: Administrative Action	TOPIC: Restricted Duty and Light Duty	
Authority: Board of Directors	Effective Date: 3/6/1996	Revision Date: 04/05/2022

Scope: This guideline defines the Restricted Duty Status and Light Duty Status for the members of this Department.

The Chief or his/her designee shall have the authority to assign a member to Restricted or Light Duty on a temporary basis, with limitations specified in writing upon the recommendation of the Department physician or department-approved physician, for conditions expected to be of such duration and severity as not to merit complete removal from the line of duty.

- **Restricted Duty** shall be assigned to members for whom scene response is authorized but certain tasks are limited as ordered by the Department physician or department-approved physician.

Restricted Duty Status will be re-evaluated after six (6) months to determine if the member can return to Active Status. Extension of Restricted Duty Status will be determined on a case-by-case basis depending on individual circumstances.

- **Light Duty** shall be assigned to members for whom scene response is not authorized, but appropriate support activities may be authorized (teaching, managerial, administrative and similar roles). Personnel assigned light duty shall not be authorized to operate departmental vehicles or firefighting/rescue equipment.

Any member whose Light Duty status exceeds ninety (90) days must have their gear collected and be reassigned within the organization if feasible, retired if eligible, or consider resignation. Return to Active Status will require a complete pre-placement physical examination and physical performance qualification.

Any member who fails to pursue reassignment to Active Status within 30 days of the expiration date their Light Duty Status shall be considered to have voluntarily resigned from the department and will be dropped from the membership rolls.