
	Department of Public Safety	
	Standard Operating Guidelines	
	Subject:	Limited Duty
	Section:	Administration
	Guideline Number:	206
	Effective Date:	June 28, 2007
	Revised Date:	October 1, 2024
Signature of Approval:	Charles R. Pruitt  Director of Public Safety	

PURPOSE

To establish a process that imposes appropriate work restrictions due to a temporary injury or other medical or physical condition in accordance with County Policy 509.0.

SCOPE

This applies to all non-probationary uniformed members of the Department.

CONTENT

Establish guidelines for employees restricted to limited duty when they cannot perform their regularly assigned duties due to job-related or non-job-related injuries or illnesses. Limited duty is defined as a temporary restriction of the range of expected duties of a particular employee or the temporary assignment of that employee.

1. Limited Duty assignments will be for periods of 30 days. Request for assignments longer than 30 days may be granted upon physician certification and Director’s approval.
2. An employee on limited duty is prohibited from engaging in off-duty employment as regulated by the Director.
3. While an employee is on limited duty, they will wear class D uniform unless otherwise directed.
4. An employee on limited duty will not operate a vehicle in emergency response capacity.
5. The employee's supervisor will be furnished a copy of the employee's work assignments, medical restrictions and anticipated length of limited duty.
6. If there are any changes from the original request for limited duty, the employee will immediately notify the Director or his designee and their supervisor.
7. Limited Duty physician certification form shall be signed by primary doctor before limited duty may begin.
8. Personnel that have suffered a debilitating illness or injury shall be required to perform a physical performance evaluation prior to returning to full duty. This criterion includes surgery, pregnancy, and lost work time of forty-eight (48) hours or more.