

Title: Restricted/Modified Duty (Light Duty)
Policy Number: 118
Effective Date: July 1, 2009
Revision Date:
Authorized by: Board of Supervisors

Policy:

It is the policy of Pottawattamie County to allow employees to return to work on a “restricted/modified” basis if the Department Head determines that restricted/modified duty is available for the employee. Employees released to restricted/modified duty as a result of a work related injury or illness shall receive preference over employees on restricted/modified duty as a result of a “non-work” related illness or injury.

Comments:

- (1) Prior to returning to work, the employee must present the Department Head with a medical certification from a physician allowing the employee to return to work with limitations and/or restrictions.
- (2) If there is a restricted/modified position available within the employee’s department that satisfies the restrictions set forth by the physician, the employee will be assigned to said position or duties.
- (3) If there is a restricted/modified duty assignment available outside of the department that satisfies the restrictions set forth by the physician, an employee with a work-related illness/injury may be assigned to said position.
- (4) Restricted/modified duty is not meant to be a permanent work arrangement and no permanent restricted/modified duty positions are available.
- (5) The placement of an employee on restricted/modified duty will be evaluated at a minimum after thirty (30) days. The continuation of restricted/modified duty will be based upon the health condition of the employee, as verified by a physician, and the staffing needs of the department.
- (6) Employee’s shall receive the pay and benefits of their regular job classification during their assignment to a restricted/modified duty position.
- (6) The application of a restricted/modified duty assignment is a management right determination.