



## Roosevelt Fire District

**Section:**  
Operations

**Policy:**  
Medical Leave

### **Scope and Purpose:**

The medical leave policy is to direct members on their abilities and restrictions while enduring an illness or injury. This policy is intended to provide direction when a member is experiencing an injury or illness that is not recognized as part of their last District required physical examination, or alternatively, is an injury or illness that is connected with a line-of-duty claim, regardless of length.

Definitions: (marked in *italics* throughout the policy requirements.)

RFD activity report for a member's attendance. This shall include response to alarms, work details, meetings, drills, training, parades, funerals, fundraising, as well as operating district vehicles.

Medical Leave                      When a member is restricted from participating in Fire District activities.

Limited Duty                      When a member has a medical limitation to perform the duties permitted on their last required District physical examination. This definition also can be used for similar terms, such as 'light duty' or 'restricted duty'.

Line of Duty                      When a member incurs an injury, or illness as part of their activities as an active member of the Roosevelt Fire District performing Roosevelt Fire District Activities.

### **Policy Requirements**

- 1) Any member suffering either an illness or injury in the *line of duty* that requires medical attention shall be immediately placed on *medical leave* and shall remain on *medical leave* until approved for return to full duty by the District physician or their personal physician.
- 2) Any member suffering from any illness or injury not suffered in the *line of duty*, which affects their ability to function within the fire department and requires the care of a physician lasting in duration in excess of 30 days shall request medical leave based upon submission of a note either from their attending physician, that they are not capable of performing the normal duties as per their classification in the Roosevelt Fire District. The member shall remain on *medical leave* until approved for return to full duty by the District physician or their personal physician.
- 3) Any member having open cases either in the form of VFBL or Worker's

Compensation Insurance, and/or receiving disability payments from either, regardless of whether the case is connected with the Roosevelt Fire District, shall be placed on *medical leave* upon notification for the member or filing of VFBL paperwork in connection with a *line of duty* injury or illness.

- 4) Any member on medical leave may file for *limited duty* status. *Limited duty* can be requested by the member to allow the member to participate in any operation that is deemed appropriate by the District physician or their personal physician. Any *limited duty* allowance must be completed on the approved District form and must abide by the following items:
  - a. It is the responsibility of the member to limit their activity to the limitations within his or her *limited duty* authorization form.
  - b. Members found operating outside their approved limited authorization form are subject to disciplinary action and termination of *limited duty* or full medical leave status by the Chief of Department.
  - c. For members filing for *limited duty* status in connection with a worker's compensation case, it is the member's responsibility to determine the potential liabilities to your case.
- 5) Upon the direction of the Chief of Department, all members on *medical leave* or *limited duty* shall be required to have a medical evaluation to be performed by either the District's insurance carrier or the District physician when directed to do so. Failure or refusal of a member to attend any medical evaluation directed by either the District's insurance carrier or the District itself may result in disciplinary action as well as revocation of VFBL benefits.
- 6) In cases where the fitness for duty of a member is in question, the Chief of Department may, in his/her sole discretion, place a member on *medical leave* and require a release for return to duty from the District physician.
- 7) Any member who does not report that they are not on medical leave, except for those that are initiated by a line of duty injury or illness, will not have their name reported to Company Review Boards as a member on medical leave. Members who produce medical documentation that they are cleared to return to full duty or light duty without first notification of going on medical leave will not have any time reported as being on medical leave.
- 8) This policy does not supersede the policy for pregnant firefighters nor the requirements for physical examinations.