

OGDEN CITY POLICE

Office of the Chief

Policy No: 38

Subject Temporary Transitional Duty	Effective Date March 2018
Department Police	Replaces Policy Dated September 2002
Division All Police Personnel	Review Date March 2024
Authorized Signature 	

NOTE: This rule or regulation is for internal use only and does not enlarge an officer's civil or criminal liability in any way. It should not be construed as the creation of a higher standard of safety or care in an evidentiary sense, with respect to third party claims. Violations of this directive, if proven, can only form the basis of a complaint by this agency, and then only in a non-judicial administrative setting.

I. PURPOSE

- A. To provide guidelines to be used for providing temporary transitional duty assignments for sworn Ogden Police Department Officers temporarily unable to perform full Peace Officer duties as a result of a temporary disability. When the officer has been off work due to any on-duty or off-duty injury, illness, or disease, it is the Department's policy to encourage a speedy return to work to the extent appropriate and practicable. Officers should understand that the Department is under no obligation to provide transitional duty for off-duty injuries or illnesses, but consideration will be given on a case-by-case basis.
- B. To ensure that all officers are afforded the same opportunities for unbiased and non-discriminatory temporary assignments when they are unable to perform all of the essential functions of Peace Officer status. All temporary transitional duty will be on a first-come basis.
- C. To provide a uniform procedure for determining qualification for transitional duty, assignments available to officers, the time limits associated with placement on temporary transitional duty, and the procedures necessary for return of officers to a full duty status.

- D. Civilian, non-sworn employees of the Police Department will be governed by Ogden City Employment Policy in regard to assignments and accommodations related to temporary disabilities due to illness or injury.

II. POLICY

It is the policy of the Ogden Police Department to allow sworn officers to work in a temporary transitional duty assignment within the Support Services Division when the officer is sick or injured and becomes temporarily unable to perform the essential functions of a Peace Officer. The assigned position must not require Peace Officer authority, and officers affording themselves of the opportunity may not exercise Peace Officer authority or use Department vehicles or equipment while performing temporary transitional duties, except as directly necessary to their assignment. There will be no more than four (4) positions available during any period of time and these positions will be dedicated to research, evidence/supply, or front desk duty.

III. PROCEDURE

- A. When it is determined by a physician or psychologist that a sworn officer is temporarily unable to perform the essential functions of a Peace Officer, the officer will provide their assigned Division Commander with timely notification and documentation by the physician or psychologist of the officer's condition and prescribed restrictions or limitations on duties. This shall be documented in writing and will include any prescription drug therapy and an expected date of return to full duty. The documentation will be forwarded to the assigned Division Commander, who will then forward all information to the Deputy Chief of Police for review and discussion with other City Departments as required. The Department reserves the right to have an independent examination by a City physician.
- B. Shifts and assignments will be at the discretion of the Support Services Division Commander.
- C. If the Deputy Chief of Police's review determines the employee is eligible for assignment to temporary transitional duty, the following rules will apply:
 1. The officer may be assigned temporary transitional duty within the Ogden Police Department or another City department as per Ogden City Employee Policy.

2. If the officer is assigned to temporary transitional duty within the Police Department, the officer must be performing necessary, essential tasks, not involving Peace Officer duties.
3. A temporary transitional duty assignment will not exceed thirty (30) calendar days for a specific injury, illness, or disease, and will be evaluated on a weekly basis. If at the end of the thirty-day period an officer is unable to return to full duty status, the officer will be required to revert to the appropriate leave benefits as specified by Ogden City Employee Policy.
4. While on temporary transitional duty, the officer's Department vehicle will be parked at the Public Safety Building and the officer will be responsible for transportation to and from the place of duty until such time as the officer is released to full duty status.

D. Upon written notification from the officer's physician/psychologist that the employee can again perform as a Peace Officer in all essential functions, the officer will be reassigned to former duties unless it is determined that a fitness for duty evaluation should be completed. The Department reserves the right to have an independent examination by a City physician for fitness for duty evaluation purposes.