



Edina Police Operations Manual

Policy Number
430.00

Subject:

LIGHT DUTY ASSIGNMENTS

Effective Date
06/01/1993

Revised Date
03/04/2020

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PURPOSE:

To establish a policy for assigning a limited number of Edina Police Department personnel to light duty assignment consistent with the city's responsibilities for providing essential protection services to its community members.

430.01 GENERAL STATEMENT OF POLICY

Police officers who become temporarily disabled and who have the medical expectation of returning to full duty may be assigned to light duty. The assignment will be consistent with their limited physical capacities for a period not to exceed ninety working days

430.02 ASSIGNMENT TO LIMITED/LIGHT DUTY STATUS

- Subd. 1** On-duty supervisors may assign employees to light duty status for the remainder of a scheduled duty shift.
- Subd. 2** No assignment to light duty status will be made for more than one work shift without the specific approval of the chief of police, or the chief's designated representative, and a written statement from the treating physician.
- Subd. 3** Any employee's light duty status that extends beyond the employee's work shift cycle shall be referred to the City of Edina Human Resources Department for a medical evaluation. Prior to returning to full duty, an employee may be required to receive medical approval/clearance.
- Subd. 4** The chief of police may grant a light duty assignment as they see fit.

430.03 PROCEDURE

- Subd. 1** Any illness or injury that could inhibit full performance of police duties shall be reported immediately to a supervisor.
- Subd. 2** When an injury on-duty occurs employees must notify their supervisor as soon as feasible and fill out the Employee Injury Report located on the Edinet Employee Portal. That form should be forwarded to the deputy chief and to the human resources generalist.
- Subd. 3** Verification of illness or injury will be done in accordance with the City of Edina Personnel Rules.
- Subd. 4** The deputy chief or designee shall determine work assignments and work schedules for those on light duty.

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430.04 RESTRICTIONS

Subd. 1 Light duty provisions for temporarily disabled employees will be withdrawn at the time it is determined by medical authority that permanent disability exists.

Subd. 2 This policy shall not be construed or interpreted to mean that any employee has a right to a light duty assignment.