

**HARDIN COUNTY FISCAL COURT  
RESOLUTION NO. 2012-147**

**BE IT RESOLVED**, upon recommendation of Judge/Executive Harry L. Berry, with the concurrence of the Resources and Community Support Committee, to make the following additions to the Hardin County Personnel Policy and Procedures Handbook:

CHAPTER 5: BENEFITS: **Section III: Workers' Compensation**

H. Return to Work

1. The purpose of this Article is to assist an employee, who has been injured or suffered an illness due to a work related condition, to return to work in a timely fashion.
2. Transitional Duty is a program in which the County provides meaningful work activities, when available, based on reasonable accommodation, to assist an employee who is not able to return to full duty employment, to return temporarily to a less demanding work position.

Transitional Duty is utilized only when work, which an injured or ill employee is medically able to perform, is available for the employee. In order to be considered eligible to participate in Transitional Duty, an employee must have a doctor's statement allowing the employee to return to the type work available through the Transitional Duty program. An employee unable to return to his/her regular job, but capable of performing Transitional Duty, must return to Transitional Duty when requested to do so by the County. Failure to return to Transitional Duty may result in the following:

- a. The employee losing eligibility benefits or full disability benefits of the workers' compensation program; or
- b. The employee being disqualified for certain employee benefits; or
- c. The employee being, in certain cases, terminated from employment.

Transitional Duty, when available, is a temporary program, not to exceed six months in length for any particular illness or injury.

Sick leave and vacation time shall continue to accrue while an employee is working either full-time or part-time in the Transitional Duty Program.

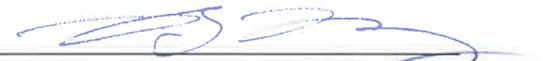
No permanent light duty positions will be created.

3. If an employee is unable to return to his/her regular job, or to Transitional Duty, the employee will be required to utilize the Family Medical Leave

program, when available, provided he/she is eligible for the program. Eligibility is defined in CHAPTER 5: BENEFITS, **Section XVII: Family and Medical Leave Act**, Subsection A of this handbook.

4. When ready to return to full duty, employees shall provide a doctor's statement indicating they are capable of returning to full duty. Failure to return to full duty when requested by the County may result in:
  - a. The employee being disqualified to receive further benefits; or
  - b. The employee being, in certain cases, terminated from employment.

**ADOPTED**, by the Hardin County Fiscal Court in its regular meeting on 25 September, 2012.



Harry L. Berry  
Hardin County Judge/Executive

ATTEST:



Kenneth L. Tabb  
Hardin County Clerk