

COUNTY OF SAN DIEGO, CALIFORNIA
BOARD OF SUPERVISORS POLICY

Subject

Job Related Medical Limitations

**Policy
Number**

C-20

Page

1 of 2

Purpose

1. To mitigate the potential for fiscal and human resource losses through proper placement of individuals into positions most compatible with their pre-existing work limitations at time of hire 2. To reduce the adverse impact to employees and operations that result from either temporary or permanent work restrictions that arise from a work related injury.

Background

Work related injuries can have a significant adverse impact to an employee's quality of life as well as financial and operational impacts to the organization. For these reasons, mitigation efforts are essential. Ensuring that pre-existing work limitations identified during post job offer medical examinations are addressed can mitigate the potential for work injuries. In addition, the accommodation of temporary and permanent work restrictions enable employees to remain productive, allows the organization to benefit from an employee's skills and experience and can reduce the need for service-connected disability retirements.

It is the policy of the Board of Supervisors that:

1. All offers of employment are contingent, in part, upon successful completion of a medical examination; and to the extent possible, departments shall consider job modification to accommodate pre-existing work limitations identified by the medical examination.
2. Efforts, to the extent possible, will be made to accommodate an employee's temporary work restrictions that result from a work injury. 3. Efforts to assist an employee in finding a suitable alternative County position shall be made, if the employee's current job cannot accommodate permanent restrictions that result from a work injury.

Sunset Date

This policy will be reviewed for continuance by 12-31-20.

Reference

County of San Diego Board Policy B-40, C-17, M-21.

Title I, Americans with Disabilities Act

**COUNTY OF SAN DIEGO, CALIFORNIA
BOARD OF SUPERVISORS POLICY**

Subject

**Policy
Number**

Page

Job Related Medical Limitations

C-20

2 of 2

California Fair Employment and Housing Act

Board Action

2-1-79 (6)

10-16-79 (65)

11-6-84 (28)

4-4-95 (28)

5-16-06 (16)

12-09-08 (33)

11-05-13 (19)

CAO Reference

1. Department of Human Resources