ENDWELL FIRE DISTRICT

MEDICAL LEAVE POLICY	
Number: 2025-040	**Adopted: December 29, 2025**

The Board of Fire Commissioners of Endwell Fire District has established a policy regarding medical leave for all active members in the Endwell Fire District.

This policy establishes medical leave guidelines for all active members.

As per Article XIII of the Rules and Regulations of Endwell Fire District, the Medical Leave Policy will be as follows:

A. Line of Duty Injury – The active member shall immediately be placed on medical leave by the Commissioner responsible for Personnel, or in their absence, by the Chairman of the Board of Fire Commissioners. The active member shall remain on medical leave until the District's Medical Provider approves the return to active duty.

B. Non-Line of Duty Injury/Disability – The active member may request medical leave based on the submission of documentation from their treating physician that they cannot perform the regular duties of their position. The active member will then be placed on medical leave by the Commissioner responsible for Personnel, or, in the Commissioner's absence, by the Chairman of the Board of Fire Commissioners. The active member shall remain on medical leave until released by both the active member's personal physician and the District's Medical Provider.

C. Medical Restrictions - If a member's treating physician has imposed restrictions, the Fire District's Medical Provider may impose more restrictive requirements for return to duty, which shall be communicated to the member and the Board of Fire Commissioners. The Board of Fire Commissioners shall determine whether such restrictions may impose a safety risk to the member or other members and restrict or limit the duty of such members accordingly.

D. Firefighters Who Are On Disability Leave from their place of employment are required to advise the Fire District immediately, in writing, of such disability. Those active members shall immediately be placed on medical leave by the Commissioner responsible for Personnel, or in their absence, by the Chairman of the Board of Fire Commissioners. The active member shall remain on medical leave until released by both their personal physician and the District's Medical Provider.

E. If the Fire Chief or the Board of Fire Commissioners observes a firefighter who may have a medical condition that may impede the firefighter's ability to perform the regular duties of a firefighter, the Chief shall immediately inform the Board of Fire Commissioners. The Board may place the firefighter on medical leave until the District's Medical Provider has evaluated the firefighter.

F. In the event that any member is required to undergo additional follow-up examinations or diagnostic testing solely to determine fitness for duty, medical clearance, or applicable duty restrictions, as prescribed by the Board of Fire Commissioners or required by the District's Medical Provider, the cost of such examination(s) and diagnostic testing shall be paid from funds provided in the Fire District's annual budget.

   The Fire District's financial responsibility under this policy is limited to diagnostic visits, examinations, or testing required solely to determine medical clearance, fitness for duty, or

duty restrictions. The Fire District shall not be responsible for the cost of any ongoing medical treatment, therapy, procedures, medications, rehabilitation, or follow-up care intended to treat or manage a medical condition, except where coverage is required under the Volunteer Firefighters' Benefit Law (VFBL).

G. The Commissioner responsible for Personnel shall administer any changes in medical leave status based upon documentation received from the District's Medical Provider, and shall report on medical leaves and status changes at the next regular Fire District meeting.

H. The Board of Fire Commissioners requires a medical clearance from the District Medical Provider before an active member may return to active duty from medical leave.

I. (1) A firefighter on medical leave shall not participate in any "Line of Duty" functions. These functions are those included in the Volunteer Firefighters Benefit Law (VFBL) and include, but are not limited to, emergency calls, drills, hands-on training, work details, meetings, fundraising, and parades.

(2) A firefighter may perform "Administrative Only" (also referred to as "Light Duty") functions (meetings, committee functions, non-hands-on classroom training/drills, and clerical functions). In order to be eligible to perform these functions, the firefighter must first provide documented medical restrictions from their treating licensed medical professional to the Fire District's Medical Provider for review and approval. The Fire District may return the firefighter to inactive medical leave at any time should the firefighter not operate within their documented restrictions.

J. The Board of Fire Commissioners shall review individuals' medical leave on an annual basis.

K. Persons on medical leave for line of duty injuries shall continue to accrue Fire Company seniority.

L. Persons on medical leave for other reasons may accrue Fire Company seniority in accordance with Fire Company By-Laws.

M. Firefighters on disability leave from their place of employment are reminded that they risk loss of disability coverage and/or insurance from their employer if they are involved with any Fire District activity.

N. Failure or refusal to comply with these procedures and guidelines may result in disciplinary action up to and including dismissal.

Annual Review of Policy

The Board of Fire Commissioners will review this policy annually and make necessary amendments.

This policy was revised and adopted on December 29, 2025, and supersedes any previous version of this statement.

By order of the Board of Fire Commissioners of the Endwell Fire District.

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Revised
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Included the reference to the
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Board of Fire Commissioners