

**GREENWOOD PARK AND RECREATION BOARD**

**RESOLUTION NO. 25-03**

**A RESOLUTION REPEALING RESOLUTION NO. 02-02, ENTITLED “A  
RESOLUTION ADOPTING A TEMPORARY LIGHT DUTY POLICY FOR PARKS  
AND RECREATION DEPARTMENT EMPLOYEES”, AND ADOPTING A  
REPLACEMENT TEMPORARY MODIFIED DUTY POLICY FOR DEPARTMENT  
EMPLOYEES**

WHEREAS, the members of the City of Greenwood Park and Recreation Board (hereinafter “Board”) maintain that employees benefit both financially and psychologically from performing job duties without prolonged absences from work when employees are recovering from a medical event or a Worker’s Compensation injury/illness;

WHEREAS, the Board adopted Resolution No. 02-02, entitled “A Resolution Adopting a Temporary Light Duty Policy for Parks and Recreation Department Employees” (“Temporary Light Duty Policy”) that approved and established a policy that provides employees who are on a medical leave or a Worker’s Compensation leave the opportunity to work a light duty assignment;

WHEREAS, it is prudent to review policies and practices to determine whether they are accomplishing their intended purposes(s), and it has been determined that the Temporary Light Duty Policy should be updated and it is necessary to repeal the Temporary Light Duty Policy and adopt a replacement Temporary Modified Duty Policy for Parks and Recreation Department employees,

NOW, THEREFORE, BE IT RESOVED by the City of Greenwood Park and Recreation Board as follows:

Section 1. Greenwood Parks and Recreation Board Resolution No. 02-02, “A Resolution Adopting a Temporary Light Duty Policy for Parks and Recreation Department Employees”, is hereby repealed.

Section 2. The City of Greenwood Park and Recreation Board hereby establishes and adopts the following Temporary Modified Duty Policy for the Greenwood Parks and Recreation Department:

**I. PURPOSE**

The City of Greenwood has established a policy permitting employees on paid medical leave, such as Worker’s Compensation or Disability Leave, to potentially perform job duties within their departments under the recommendations of their medical providers. Employees subject to the Pregnant Workers Fairness Act (Act) will be provided modified duties pursuant to the Act.

The purpose of the policy is to provide employees the opportunity to temporarily perform modified duties.

**II. POLICY**

A. An employee whose injury or illness is work-related will take priority for a Temporary Modified Duty assignment and may displace an employee, who is on Temporary Modified Duty for a non-work related medical event.

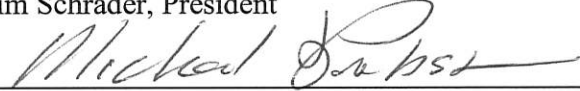
B. Management will determine the operational need for a Temporary Modified Duty assignment, the tasks to be performed, and the work schedule for a Temporary Modified Duty assignment.

C. A Temporary Modified Duty assignment may include tasks currently performed by the employee, reduction, or change of hours normally worked by the employee, and/or other tasks not in the employee’s current job description. An employee must be qualified to perform the Temporary Modified Duty assignment.

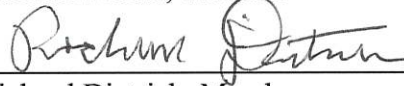
PARK AND RECREATION BOARD OF THE  
DEPARTMENT OF PARKS AND RECREATION  
OF THE CITY OF GREENWOOD, INDIANA



Tim Schrader, President



Michael Probst, Member



Richard Dietrich, Member



Christopher Burton, Member

ATTEST:



Heather King, Recording Secretary