



Separation for Disability

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1.0 POLICY

An employee may be separated for disability when the employee cannot perform the required duties of his position because of a physical or mental impairment.

2.0 DEFINITIONS

2.1 Disability: A condition caused by illness or injury, which limits the employee's ability to perform the material duties of his or her regular occupation.

3.0 PROCEDURE / RULE

3.1 Separation action because of disability may be initiated by the employee or by the County.

3.2 In all cases, the *separation for disability* will be supported by medical evidence as certified by a competent physician. The County may require a physical and/or mental examination at its expense and by a physician of its choice. Before an employee is separated for disability, a reasonable effort shall be made to locate alternative positions within the County's service for which the employee may be suited.

In order to separate an employee, the disability must be such that a reasonable accommodation cannot be made and the disability is related to both major job task functions and business necessities.

4.0 APPENDIX / APPENDICES

None.