

DGO 11.12 Public Comment Joint Responses  
Public Review Period: 10/22/25 - 12/8/25

#	Public Comment	Date Received	SFPD response	SFPD Explanation	DPA Explanation
<b>R1</b>	In the policy section, how is temporary medical restriction defined? This definition is necessary to determine who is eligible for a temporary modified duty assignment.	<b>10/22/25</b>	Recommendation will be modified and included in the draft DGO	Policy section has been reworded to say "The Department provides temporary modified duty assignments to employees who have temporary medical restrictions that prevent them from performing the essential functions of their position" and "The list of essential job functions for sworn members is maintained by the Department's ADA coordinator."	No additional comment provided
<b>R2</b>	Since the term employee is used, does this mean civilian staff can also be placed on temporary modified duty?	<b>10/22/25</b>	Administrative Question and Answer-not for inclusion in DGO	Yes, civilian staff are also eligible. The following line was added to clarify: "Temporary modified duty is available to both sworn and non-sworn members of the Department." (Section 11.12.02)	No additional comment provided
<b>R3</b>	In 11.12.03 A 2 c, does this mean that for work related injuries, the above steps do not apply? Are the above steps only for non-industrial injuries? I would clarify the language as to what procedures apply to work-related versus non-work related injuries	<b>10/22/25</b>	Recommendation has been included in draft DGO	The Department agrees that this section needed more clarity. We have removed Section 11.12.03.A.3.	No additional comment provided
<b>R4</b>	Is there internal procedures for how the request gets from the Medical Liaison to the Admin DC?	<b>10/22/25</b>	Recommendation will not be included in Draft DGO	That procedure is routine enough that it doesn't require inclusion in policy.	No additional comment provided

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R5	Does the DC of Admin or the Chief of Police place the employee in their modified duty assignment?	10/22/25	Recommendation has been included in draft DGO	The Deputy Chief of Administration makes the placement. The sentence "The final authority for temporary modified duty assignments rests with the Chief of Police" has been removed because it is redundant. The Chief always has final authority.	No additional comment provided
R6	If I am a Q-2 probationary officer and have completed 2 months of my probation and then go onto modified duty for 6 months, my probation now becomes 6 months after? Right now it says that the length of assignment is the same as probation.	10/22/25	Recommendation has been included in draft DGO	Section 11.12.03.B.2 has been reworded to clarify that TMD extends probation day-for-day.	No additional comment provided
R7	I would remove the word "stabilized" as that means getting better.	10/22/25	Recommendation will not be included in Draft DGO	Section 11.12.03.C.1 has been rewritten and the word "Stabilized" has been removed.	No additional comment provided
R8	C2 does not make sense because C1 and B3 are also criteria for reviewing the options listed in C 2 a-f	10/22/25	Recommendation has been included in draft DGO	This section has been reworded and rearranged to better capture what the criteria for review are. The section is now Section 11.12.03.C.2.	No additional comment provided
R9	c. Supervisor's Investigation of an Illness/Injury form (SFPD 439). Is this required even if it is a pregnancy or non work related? Also in # 2 should it say Medical Liaison instead of just "Medical"? (11.12.03)	10/22/25	Recommendation will be modified and included in the draft DGO	1. Changed to read "Medical Liaison" 2. All temporary modified duty assignment requests require an SFPD 439 form, including pregnancy.	No additional comment provided

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<b>R10</b>	Officers should be prohibited from traveling to Hawaii, Disneyland and other destinations while on disability. They should also not be accruing more leave while already on Disability Leave. Those gone for long period should be investigated for fraud.	<b>10/23/25</b>	Recommendation will not be included in Draft DGO	<p>Temporary modified duty is not disability leave. Employees on temporary modified duty remain actively assigned to work. Off duty conduct, including travel, is not governed by this policy.</p> <p>Leave accrual is not determined by this policy and is outside of the scope of this DGO.</p> <p>Allegations of fraud are addressed through existing legal processes when supported by articulable facts.</p>	No additional comment provided
<b>R11</b>	TMD directly affects our pregnant members. To protect the pregnant member (and baby) from added stress, they should be able to remain at their home assignment in a TMD capacity if a duty can be fulfilled there. (11.12.03A3)	<b>11/29/25</b>	Recommendation included in training, Department Manual, or other procedural or guidance document	The currently active DGO limited a station's ability to retain employees on temporary modified duty. That limitation was intentionally removed from this draft. Additional directives will be issued separately to further clarify this issue. This policy directly affects ALL employees, regardless of the circumstance that resulted in TMD assignment.	No additional comment provided

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<b>R12</b>	To follow under the Pregnancy Fairness Workers Act - the TMD assignment needs to be interactive with the employee. The DC of Admin will undertake a cooperative dialogue with the employee to establish a temporary modified duty assignment. (11.12.03.A.3a)	<b>12/4/25</b>	Administrative Question and Answer-not for inclusion in DGO	There is no need for a specific carve out relating to the Pregnancy Fairness Workers Act as the interactive process as noted in 11.12.05(A)(2) applies to ALL employees impacted by any circumstance that results in a TMD assignment. The interactive process happens before the DC of Admin determines the assignment.	No additional comment provided