



SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



220.07 FITNESS FOR DUTY 03-05-2026

PURPOSE

The purpose of this order is to establish procedures for ensuring that peace officers employed by the Sacramento Police Department (SPD) are fit for duty, are able to perform their job functions as required by Government Code § 1031, and to establish a procedure for the individual suspension of a peace officer's powers for the safety of the public and the safety of the officer.

POLICY

It shall be the policy of the SPD to require that all peace officers employed by the SPD are free from any physical, emotional, or mental condition, including bias against race or ethnicity, gender, nationality, religion, disability, or sexual orientation, that might adversely affect the exercise of the powers of a peace officer as required by Government Code § 1031(f).

PROCEDURE

A. EMPLOYEE RESPONSIBILITIES

1. It shall be the responsibility of each SPD employee to maintain physical condition sufficient to safely and properly perform essential duties of their position.
2. Each employee of the SPD shall perform their respective duties without physical, emotional, or mental constraints.
3. During working hours, all employees are required to be alert, attentive, and capable of performing their assigned responsibilities.
4. Any employee who feels unable to perform their duties shall promptly notify a supervisor.
5. Employees shall notify their supervisor if they are taking, while on duty or on call, a prescribed medication that may impair their judgment or performance.
6. In the event that an employee believes that another employee is unable to perform their duties, such observations or belief shall be promptly reported to a supervisor.

B. SUPERVISOR'S RESPONSIBILITIES

1. A supervisor observing an employee or receiving a report of an employee who is perceived to be, unable to safely perform their duties due to a physical or mental condition shall take prompt and appropriate action to resolve the situation.
2. Whenever feasible, the supervisor should attempt to ascertain the reason or source of the problem and in all cases a preliminary evaluation should be made to determine the level of inability of the employee to perform their duties.
3. In the event the employee appears to need immediate medical or mental health treatment, all reasonable efforts should be made to provide such care.
4. When a supervisor observes an employee exhibiting signs of a physical, emotional, or mental condition that may adversely affect the performance of their duties, the supervisor shall arrange a conference with the affected employee, the supervisor, and another supervisor or sworn manager if possible.
5. The supervisor shall follow the procedures contained in GO 220.06 (Employees Suspected of Working Under the Influence - WUI) concerning the employee's fitness for duty.
6. In conjunction with the sworn manager or employee's division commander, a determination should be made as to whether the employee should be temporarily relieved from their duties.



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- a. The manager or supervisor present may place the affected employee on leave pending evaluation of the situation by the division manager. The manager or supervisor shall also contact the Personnel Services Division (PSD).
7. If the employee discloses their condition is related to the workplace, the supervisor should ensure that the Workers' Compensation packet is completed.
8. The sworn manager shall prepare a confidential written memorandum to the employee's division manager and deputy chief detailing the signs observed and the surrounding circumstances, if known.
9. The employee's deputy chief may request additional information, return the individual to regular or modified duty, or direct the manager to arrange for a fitness for duty examination as deemed appropriate.
10. The PSD shall schedule the fitness for duty appointment and provide the examining professional with information regarding the employee's conduct or performance and the employee's job description.
11. The findings of the fitness for duty evaluation shall be sent to the PSD. The PSD shall provide the findings to the employee's deputy chief.

C. PHYSICAL AND PSYCHOLOGICAL EXAMINATIONS

1. Whenever circumstances reasonably indicate that an employee is unfit for duty, the Chief of Police or designee may serve that employee with a written order to undergo a physical or psychological examination in cooperation with the PSD to determine the level of the employee's fitness for duty. The order shall indicate the date, time, and place for the examination.
2. The examining physician or therapist will provide the SPD with a report indicating that the employee is either fit for duty or, if not, listing any functional limitations which limit the employee's ability to perform job duties. If the employee places their condition at issue in any subsequent or related administrative action or grievance, the examining physician or therapist may be required to disclose all information which is relevant to such proceeding (Civil Code § 56.10(c)(8)).
3. In order to facilitate the examination of any employee, the SPD will provide all appropriate documents and available information to assist in the evaluation and/ or treatment.
4. All reports and evaluations submitted by the treating physician or therapist shall be part of the employee's confidential medical file.
5. Any employee ordered to receive a fitness for duty examination shall comply with the terms of the order and cooperate fully with the examining physician or therapist regarding any clinical interview, tests administered, or other procedures as directed. Any failure to comply with such an order and any failure to cooperate with the examining physician or therapist may be deemed insubordination and may be subject to discipline up to and including termination.
6. Once an employee has been deemed fit for duty by the examining physician or therapist, the employee will be notified to resume their duties.

D. SUSPENSION AND REINSTATEMENT OF PEACE OFFICER POWERS

1. Suspension and reinstatement of peace officer powers shall be at the sole discretion of the Chief of Police or designee and shall be consistent with the minimum qualifications for peace officers set forth in Government Code § 1031.
2. In the event the Chief of Police or designee decides that a peace officer's powers shall be suspended, the Personnel Division shall provide the employee with a Notice of Suspension of Peace Officer Powers During Period of Medical or Mental Health Leave (SPD Form 335).
3. The Internal Affairs Division or Personnel Division Lieutenant shall ensure that the employee's badge, weapons, identification, assigned vehicle if appropriate, and any other necessary equipment is surrendered by the employee.