

SOUTH WALTON FIRE DISTRICT

DEPARTMENTAL POLICY/GUIDELINE



CATEGORY	TITLE	POLICY/GUIDELINE #
Emergency Medical Services	COVID-19 Return to Work Protocol	Interim Policy
Prepared By: Brian Hughes, Assistant Chief		Revised Date: 3/26/2020
Approved By: Ryan Crawford, Fire Chief		Issue Date: 03/30/2020

PURPOSE

The purpose of this protocol is to provide guidance for the eligibility of employees to return to work after a confirmed diagnosis of COVID-19 or suspected COVID-19 symptoms such as an undiagnosed respiratory infection.

RESPONSIBILITY

This protocol will apply to all SWFD personnel across all divisions.

PROCEDURES

The following options should be used when determining an employee's eligibility to return to work following an exposure to COVID-19 or an unspecific respiratory infection. All test results should be final before quarantine is ended and the employee is allowed to return to work.

- **Option # 1 – Employees with confirmed COVID-19 diagnosis**
 - a. Resolution of fever without the use of fever-reducing medications

AND

 - b. Improvement in respiratory symptoms (cough, fever, sore throat, dyspnea)
- AND**
- c. Negative results of an FDA Emergency Use Authorized molecular assay for COVID-19 from at least two consecutive nasopharyngeal swab specimens collected at least 24 hours apart (total of two negative specimens).
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- **Option # 2 – Employees with undiagnosed Respiratory Infection**
 - a. At least 3 days (72 hours) since recovery (resolution of fever and symptoms)

AND

- b. At least 7 days have passed *since symptoms first appeared*

- **Option # 3 – Employee with Confirmed COVID-19 exposure (no symptoms)**
 - a. Employee completes the Self-Quarantine protocol
 - b. Employee returns to work upon quarantine completion as long as they have remained symptom free.

- **Option # 4 – Employees with unrelated COVID-19 symptoms**
 - a. Refer to CBA or District policy pertaining to sick leave. Physician’s notes for continuous sick leave usage may be deferred on a case by case basis.

DEFINITIONS

1. Respiratory Infection – defined as flu-like symptoms to include sore throat, persistent cough, difficulty breathing or fever (temperature above 100.4F).
2. Recovery – resolution of fever without the use of fever-reducing medications and improvement of respiratory infection type symptoms.

REFERENCES

Joint Guidance for the Florida Fire Service, *Guidance for Return to Work procedures for Fire Service Employees*. Florida Fire Chiefs Association & Florida Professional Firefighters.