

NOTICE OF POTENTIAL EXCLUSION FOR EMERGENCY RESPONDERS

PLEASE TAKE NOTICE that, pursuant to Section 3105 of the federal Emergency Family and Medical Leave Expansion Act and Section 5102 of the federal Emergency Paid Sick Leave Act, the City has determined that it is necessary and appropriate, to protect the health and safety of the City and the community it serves, that **it reserve the right to exclude its “Emergency Responders” from the emergency sick leave and expanded FMLA leave provisions** of those laws. Employees holding the following positions with the City are classified as “Emergency Responders” and therefore are subject to the potential application of this exemption:

Police Officers / Law Enforcement Officers	Emergency Medical Services Personnel	911 Dispatchers / Operators
Jailers / Detention Officers	Emergency Medical Technicians	Public Health Personnel
Firefighters	Emergency Management Personnel	Public Works Personnel

Employees determined to hold the following additional positions are also hereby classified as Emergency Responders and will be notified individually of their status as Emergency Responders for purposes of this Notice:

Any employee identified by the City as possessing skills or training in operating specialized equipment or other skills or training deemed necessary to provide aid during the pendency of the public health emergency.	Any employee who works for any department, division, office, or other facility which employs other employees classified as Emergency Responders and whose work is determined by the City to be necessary to maintain the operation of said department, division, office, or other facility.
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PLEASE TAKE FURTHER NOTICE that any employee classified as an Emergency Responder who is approved for emergency sick leave and/or expanded FMLA leave is **subject to being recalled to duty** should the City invoke the exclusion for his/her position.