



Washington County Sheriff's Office

Memo

To: All Washington County Sheriff's Office Employees

From: Sheriff Helder

Date: April 6, 2020

Re: EPSLA and EFMLEA Exemptions

This memo is to advise all employees of the Washington County Sheriff's Office that they are exempt from the provisions of the Expanded Family Medical Leave Act and are also exempt from the Emergency Paid Sick Leave Act as emergency responders.

The Department of Labor permits emergency responders to be exempted from these provisions in order to be able to continue staffing the necessary functions of society, including the functions of emergency responders.

Emergency responders include, but are not limited to law enforcement officers, correctional institution personnel, fire fighters, emergency medical services personnel, physicians, nurses, public health personnel, emergency medical technicians, paramedics, emergency management personnel, 911 operators, child welfare workers and service providers, public works personnel, and persons with skills or training in operating specialized equipment or other skills needed to provide aid in a declared emergency, as well as individuals who work for such facilities and whose work is necessary to maintain the operation of the facility.

Accordingly, all employees of the Washington County Sheriff's Office are emergency responders under the DOL's definition. All employees either provide services as listed above, or are individuals whose work is necessary to maintain the operation of the Sheriff's Office.