

NOTICE REGARDING APPLICABILITY OF EMERGENCY FAMILY AND MEDICAL LEAVE AND EMERGENCY PAID SICK LEAVE TO EMERGENCY RESPONDER PERSONNEL

The Families First Coronavirus Response Act (“FFCRA”), which was signed into law by President Trump on March 18, 2020, included two sections that provide additional benefits to employees under the Family and Medical Leave Act and create a new type of Emergency Paid Sick Leave that employees may utilize for certain reasons related to the Coronavirus. These provisions are summarized on the Poster from the Department of Labor that is adjacent to this notice.

Notably, both the Emergency Family and Medical Leave Expansion Act and the Emergency Paid Sick Leave Act include provisions that allow employers to exclude employees who are considered emergency responders from these benefits. There are numerous essential services that Adams County provides that must operate regardless of other circumstances. As a law enforcement official for 30 years, I recognize the commitment and dedication that is required of those in law enforcement, corrections, and supporting services. Our citizens rely on the continuity of the essential services we provide, often times at personal sacrifice to those who are providing them. The determination to designate certain County employees is not one that was made lightly.

Given the need for continuity of essential services, Adams County has designated the following employees as exempt from the provisions of the Emergency Family and Medical Leave Expansion Act and the Emergency Paid Sick Leave Act:

- 1. Corrections Officers at the Adams County Adult Correctional Complex;**
- 2. Sheriff’s Deputies; and**
- 3. 911 Center Dispatchers**

Pursuant to Supervisory Judicial Order NO. 2020-SO-29 Probation Officers are hereby designated by the Court as emergency responders, and as such, they are exempt from the provisions of the Emergency Family and Medical Leave Expansion Act and the Emergency Paid Sick Leave Act:

- 4. Probation Officers**

If you have any questions about the contents of this Notice, please do not hesitate to contact the Human Resources Department or the District Court Administrator.

Thank you for your continuing public service to our community.

Chairman Randy Phiel

President Judge Michael George